

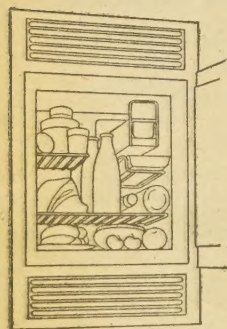
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Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

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THE CRISIS OF LOCAL GOVERNMENT

TWO recent publications, written from widely different points of view, concur in recording the weaknesses of local government to-day and the consequent decline in its prestige and importance. They are the Report of the Local Government Boundary Commission for 1947 and Professor W. A. ROBSON'S *The Development of Local Government* (Allen & Unwin, 18s.)—a new edition of a valuable book first published in 1931.

The official document is, not surprisingly, the more restrained in its language, but, even so, it speaks emphatically of a heavy strain on the local government machine and of the defects in its structure which increase the strain; it describes the "factors which . . . impede local government and give rise to a sense of frustration."

Professor Robson, on the other hand, is characteristically forthright. When he first wrote the book in 1931, he says, he referred to the "immense and growing importance of local government in the life of the nation." To-day he finds "it is necessary to record its rapidly declining significance in the polity of our country," and adds: "It is no exaggeration to say that local government is facing a crisis of the first magnitude."

Functions Lost: Independence Sapped

What is the nature of that crisis? What are the remedies? And—hardest question of all—who has the will and the power to see that the remedies are applied? Both the Boundary Commission and Professor Robson describe the crisis in terms which, though their details will not surprise their readers, must certainly shock them through the massive accumulation of evidence of the decline in the range of local authorities' work and of the sapping of their independence from external control.

In the first place, local authorities have been deprived of some of their major economic and social functions. Some of these transfers of function are fresh in our memories; others a little more remote; but, taken together, they furnish conclusive evidence of a trend which, whether or not it is deliberate, is certainly well-established and not merely a series of chance decisions. Gas and electricity production are two notable losses in the utility field. The control and maintenance of major roads were taken away in two bites in 1936 and 1946. Social welfare has gone. Road transport will soon disappear. The great hospital service, with half a million beds, has been transferred from the control of popularly elected local authorities to ad hoc bodies remote from the citizens for whom they provide the service.

It is tempting to make wry fun of a Labour Government, whose spiritual fathers were the gas and water Socialists of the Fabian Society, persistent advocates of the extension of municipal functions even in the most unlikely fields, but who to-day are robbing the local authorities of their powers. But the

practice is a continuing one, ante-dating the present Government, and supported by all the political parties for the past eighteen years.

While powers are thus being removed, opportunities to replace them are being missed. Professor Robson cites two examples of new functions in which the local element is of the highest importance—the building of

town or to foster the development of an existing small one; but the New Towns Act makes no provision for development corporations to be sponsored by local authorities. Equally, there is no place for them in the organisations established under the Distribution of Industry Act, 1945—the only public representation on which is provided by officers of Government departments.

The third element in the degradation of local government is the tightening of central control. Not only are powers transferred to Ministers or to bodies which are their creatures, but those which are left in local hands are subjected to increasingly close supervision. The growing dependence upon Government grants, too, provides a ready opportunity for central departments to intensify their control. Professor Robson points out that the Act of 1929 gave the Minister of Health, for the first time, power to reduce grants by any amount he thinks fit, and for any reason.

In ministerial correspondence during the 1931 economic crisis, it was said that it was not practicable to impose any hard-and-fast rule on local authorities. "Impose," Professor Robson comments, "was a new word for the central Government to employ towards the ancient counties and proud cities of Britain." Yet subsequent legislation has familiarised us with the term, and the Education Act, 1944, is said to contain at least 74 provisions enabling the Minister to give directions or make orders.

Few local government officers will be without experience of some example of detailed control of their activities, often merely duplicating the efforts of highly-trained specialist officers and imposing the views of one set of experts, from Whitehall, upon another set in the locality. "Public Administration" recently printed the record of negotiations between a local authority and the Ministry of Health about the provision of a nursery. Among the minutiae which the Ministry discussed were "direct access between the babies' cot-room and the babies' wash-room." So detailed and so numerous were the respects in which the Ministry wished to control the work of the local authority that the urgently needed nursery was not completed for two and a half years.

Structure at Fault

Such, then, is the nature of the crisis, such are the factors which, as the Boundary Commission put it, "impede local government and give rise to a sense of frustration." How are we to find remedies? And how ensure their application?

Local government has never lacked doctors, each with his own diagnosis and all disposed to spend more energy on mutual abuse than on seeing that something effective was done for the patient. Nevertheless, the diagnoses have some common features. All agreed that the weakness of local government arises be-

GONE—AND GOING Local Government's Lost Services

Here is the record of the services lost by local authorities over the past eighteen years, or which they are soon to lose. Most of these services were administered by borough and county borough councils, some by county councils.

DATE	SERVICE	LOST TO
1930	Licensing Passenger Road Services	Area Traffic Commissioners
1934	London Tramway Services	London Transport
1934	Care of Able-bodied Unemployed	Assistance Board
1936	Trunk Roads	Ministry of Transport
1940	Supplementation of Old Age and Widows' Pensions	Assistance Board
1945	Control of Location of Industry	Regional Board
1945	Civic Airfields	Ministry of Civil Aviation
1946	Main Highways	Ministry of Transport
1947	New Towns	Development Corporation
1948	Hospitals and Maternity Homes	Regional Board
1948	Public Assistance	Assistance Board
1948	Health — Treatment Services	Executive Council
1948	Electricity Distribution	Area Board

GOING

1952	Rating Valuation	Inland Revenue Dept.
?	Gas Supply	Area Board
?	Road Passenger Transport	Area Board
?	Docks and Harbours	Area Board

In addition, non-county boroughs have lost the following powers to county councils:

1945	.. Education
1947	.. Police
1948	.. Town and Country Planning
	.. Ambulance Services
	.. Fire Brigades
	.. Child Life Protection
	.. Maternity and Child Welfare and Midwifery Services

new towns and the control over the location of industry—in which local government has been given no place. LORD REITH'S committee on new towns, reporting two years ago, referred particularly to the desirability of permitting a big town, faced with the need for large-scale expansion, to create a new

cause of the disparity between individual authorities in area, population, and resources.

The impossibility of effecting a logical and convenient allocation of functions between authorities of similar status but of grossly unequal capacities has, in effect, led the legislature to entrust the duties to none of them—but to a central or ad hoc body instead, presumed to command more adequate resources and to wield authority over a more appropriate territory.

The inequalities referred to have been revealed in successive authoritative documents—not least in the interim Report of the NALGO Reconstruction Committee on the Reform of Local Government Structure—and we need not cover familiar ground again here. We can sum up their effect by quoting from that report:

"The result is seen in the local government system to-day, which, though capable of meeting most of the demands made upon it, is patchy and illogical; complex in structure; sometimes, of necessity, more expensive than it would be if the structure were less complex; often subjected to statutory restrictions where it might be free, and free where national control would be desirable; failing to attain the fullest co-ordination between authorities and services; displaying wide variation in the range and quality of the services it provides; and too frequently failing to command the understanding and support of the community it was created to serve and upon which its vigour and efficiency depend."

When Doctors Disagree

So much for the diagnosis. Suggested remedies, in so far as they really tackled the subject at all, have consisted of proposals for reconstituting local authority areas to secure greater equality of size and monetary resources, and, in general, a scaling up to secure areas adequate for modern economic needs. Unhappily, however, there was no agreement among the doctors. Most of the plans for reform were advanced by the associations of local authorities, and each of these, in the main, proposed an extension of the powers and status of its own particular type of authority. Faced with these conflicting and self-regarding proposals, the Government has evaded the problem, first, in the 1945 White Paper, saying that there seemed to be no general demand for reform, and later, in the statement of the Minister of Health in 1946, admitting the inadequacy of the present structure for the provision of certain services, but seeming to deny that the Government had any responsibility for altering the position. Since then, some improvement has been attempted in the Local Government Act, which aims at a greater equality of monetary resources between authorities, but the major defect of structure stands where it did, and the Minister has made it clear that there is no intention of taking any steps towards reform in the present Parliament.

A Gleam in the Darkness

If the local authority associations confine themselves to partial and self-seeking proposals, and the Government washes its hands of the problem, the outlook seems black. But there is a gleam of light on the horizon—provided by the imaginative attitude of the Boundary Commission. Writing after Professor Robson had finished his book, the commissioners advance proposals which are almost revolutionary and which, for the first time, offer some hope that a way out of the impasse may be found. After surveying the proposals for one-tier, two-tier, and three-tier systems of local government, and the possible combinations of those systems, they submit an outline scheme which would redivide England and Wales into three main types of authority—counties, county boroughs, and county districts. There would be a few "all-

purpose" authorities—the biggest towns—some "most-purpose" authorities; and the rest of the country would consist of counties and county districts. The redivision would be conducted on a logical basis, taking into account population, territorial area, and finance; and the Commission offers a detailed indication of the way in which its proposals would work out.

What stands in the way of this reform is the inadequacy of the Commission's statutory powers; it can revise existing boundaries, but not set up new types of authority. It asks for additional powers, and there the ball lies for the moment, at the feet of the

AFFILIATION BALLOT VOTING CARDS

Must Be Posted to H.Q. By September 30

Members of NALGO on July 31 last who do not receive a voting card for the ballot on the Association's affiliation to the Trades Union Congress by September 14 should inform their branch secretaries at once.

This will allow them ample time to secure a card and complete and post it direct to Headquarters by September 30—the last date for posting.

Voting cards—with postage prepaid—will be sent early this month in bulk to branches whose secretaries have, in accordance with a Headquarters' request, sent to their district officers a certificate of branch membership at July 31.

The ballot will result in affiliation only if a majority of members—that is, more than 50 per cent. of the total membership as at July 31—vote in favour.

Retired members and members who entered the service of the Crown (for example by taking appointments with the Ministry of National Insurance) before July 31, are not eligible to vote.

Government. The challenge is unmistakable. The Commission, with the full weight of expert knowledge and official authority, condemns the existing system and proposes how it may be remedied. Will the Government—or its successor—accept these suggestions and bring forward the legislation which they require, or will it offer some alternatives?

Professor Robson would no doubt wish that his own philosophy of regionalism should be given greater weight in the refashioning of local government, and many other detailed criticisms may be made of the Commission's scheme; but at least it has given a clarion call for reform which all friends of local democracy should echo. Above all, we in NALGO should urge the case for the rehabilitation of local government, not merely because it is in our own interest to stop the decline in its activities, but because we know how vital an element it can be in the democratic way of life.

The Student Nurses' Wage Claim

WE hoped to report in this number the adoption of new scales for student nurses.

An emergency meeting of the joint council which settles pay and conditions for nurses and midwives of the health service was called on August 20 as a result of the unrest amongst student nurses brought to a head by threatened resignations at hospitals in East London and elsewhere. But, unfortunately, no such report is possible since,

although at that meeting several offers and counter-offers were made between the representatives of staff and management, the council rose at 8.30 p.m., with only two decisions to its credit after sitting for well over five hours. These decisions were:

That the whole matter be referred to its executive committee on August 24 for consideration and report; and That whatever was finally settled should be given effect from September 1.

Thus the nurses' claim will remain unsettled until the next meeting of the council, shortly to be called. Whatever the outcome of that meeting, nurses may be sure that NALGO will press their case to the utmost. By the time these words are read the executive committee will have met, NALGO's representatives on it being COLIN ROBERTS, chairman of the staff side of the council, and HADEN CORSER, NALGO's deputy general secretary.

Association's Share

The treatment of nurses over the past ten years gives no cause for general congratulation, though the Association may justly claim a big share in such improvements as have been made. Before the war, an inter-departmental committee of inquiry found nurses' "miserable" pay to be out of all proportion to their heavy responsibilities. Indeed, at that time, the general student nurse received only £30 in cash during her first year. Although the Association, working through the Rushcliffe committee set up in 1941, continually urged higher standards and helped to secure two separate increases for student nurses and pupil midwives and three for mental nurses, the position immediately before July 5 last was still far from satisfactory, the general student nurse's scale having been raised only to £55, £65, £75 for her first three years, the mental student's to £100, £100, £105, the pupil assistant's and pupil midwife's to £60 and £65 for their first two years—all with emoluments valued at £75—and the non-resident male student's £184 4s., £200 4s., and £213 4s. without emoluments.

The general student and pupil assistant nurses and pupil midwives had not done so well as other nurses. They had not benefited by the 1947 review in salaries, though the staff side of the Rushcliffe committee had claimed cash increases of £20 for them. This modest demand was for long refused by the employers, who nevertheless agreed later, under pressure, to increase the scale at each stage by £15 to £70, £80, £90.

This giggling concession and the employers' insistence that it should not take effect until July 5 were accepted under protest. The unhappy result of the selection of that particular date for the increase to take effect was that nurses drawing their pay at the end of July found that most of their long-awaited rise had melted away in deductions for superannuation and insurance under the national health schemes.

The outstanding facts are that the student nurse in her first year is asked to make do on 19s. 6d. in cash a week; that many thousands of hospital beds were empty at the end of last year because of the shortage of nurses to look after them; and that only about one in five student nurses admitted to hospitals stay to work as trained nurses.

To let down the nurses now is to let down the National Health Service—and the nation.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in this journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

BREAD AND BUTTER SERIES—No. 3.

How Legal Department Protects Members Against the Hazards of Office

In this, the third of our series of articles describing the Association's activities, W. C. ANDERSON, legal officer, describes the work of the legal department in advising and assisting members and protecting their interests against legislative threat.

NALGO's legal department was formed in 1930, after the Association's amalgamation with the National Poor Law Officers' Association, whose secretary, the late JOHN SIMONDS, Barrister-at-Law, became the first legal secretary. Before 1930, the Association's legal and parliamentary work had been done by a firm of solicitors and parliamentary agents. To-day, the department has three full-time solicitors and a managing clerk, who, together with a firm of parliamentary agents, are responsible to the law and parliamentary committee of the National Executive Council for all the legal and parliamentary work of the Association and its members.

In a booklet on the work of the department published in 1940, L. HILL, then NALGO's general secretary, wrote:

"This work, so vital a part of the preservation of the general service conditions of local government officers, has become almost a daily routine in the Association and is perhaps taken too much for granted. As in every other walk of life, the best is in the end the cheapest. In this case, the long experience in legal cases concerning local government officers, the constant watch over parliamentary measures, the almost intimate contacts with every Government department, has produced a specialist service.

"The traditional observance amongst legal practitioners to refrain from any form of advertising may have infected NALGO; it seems to have overlooked the importance of telling local government officers what its legal department means; consequently, quite a number pay fees and subscriptions to special legal defence unions and funds, perhaps in complete ignorance of the fact that they are entitled to the best legal advice and assistance for the payment of their ordinary NALGO subscriptions."

There are still many members who are unaware of the advice and assistance they can obtain from the department, and the purpose of this article is to make clear how much they can, and do, benefit from its work.

When Aid Can Be Given

Legal assistance may be granted to any member on matters arising out of his employment—for example, if a member is injured while at work or while travelling to or from work; if he is libelled or slandered by councillors or ratepayers; if he is involved in public or private enquiries; or if he is assaulted in the course of his duties. In such cases, the department advises and assists the member to the extent of taking proceedings in court, if necessary, though the approval of the member's branch must first be obtained. Should the branch decline to support the member's application for advice and assistance, he has a right of appeal to the N.E.C.

In all cases adopted by the Association it will pay the whole or such part of the costs as the Council may decide. Generally, it pays the whole of the costs, provided the member acts according to the advice given him; cases in which it undertakes to bear only part of the costs are usually those where the member has undertaken proceedings without approaching the department. Damages awarded against a member are not paid except when specially sanctioned by the Council.

Some examples will indicate the type of

case in which advice and assistance are given, and its extent:

1. A corporation traffic inspector was injured when a bus in which he was on duty was run into by another bus belonging to the corporation, and he became subject to epileptic fits, which doctors said would probably persist and render him incapable of further employment. Counsel's Opinion was obtained, an action for damages was brought against the corporation and each of the drivers concerned, and leading counsel was briefed on behalf of the member. The judge awarded the member £5,000.

2. A shorthand-typist ran her arm through the glass panel of a door in the council offices. She had a long illness and several operations. She was paid full salary while off duty. A local solicitor was instructed to negotiate with the local authority, and eventually she received £294 in full settlement of her claim for workmen's compensation.

3. While riding a motor-cycle in the course of his duties, a member ran into a telephone wire hanging across the road and was severely injured. The Post Office at first denied liability but, after negotiations conducted by the department, eventually agreed to pay £500 and costs, plus approximately £300 to cover the cost of operations and out-of-pocket expenses.

4. A tuberculosis health visitor contracted tuberculosis which she alleged to be a result of her employment. A claim for workmen's compensation was made on her behalf, but the local authority would not admit liability. It was considered that the case was not strong enough to justify arbitration proceedings, and the authority was asked to make an *ex gratia* payment. It agreed to pay £250, to be held by a trustee, to be payable at the rate of £2 a week, any balance remaining in the event of the member's death to be returned to the authority.

5. A member was seriously injured when a car in which he was travelling on official business left the road because of a defect in the steering mechanism. A claim against the local authority was settled on payment of £1,000 and costs.

6. A letter was written to, and published by, a newspaper implying that councillors were bribed into giving a member an increase in salary by his giving them car rides. Counsel's Opinion having been obtained that an action for libel should succeed, proceedings were commenced against that newspaper. Judgment was given in favour of the member for £125 damages, plus costs.

7. At a town council meeting, a councillor alleged that the borough surveyor had been receiving fees to which he was not entitled in connection with the valuation of houses for loans, that the fees were an illegal payment, and that he did not do the valuations at all. Counsel having advised that an action for slander should be successful, proceedings

were commenced on the member's behalf, and a jury awarded him £50 damages and costs.

Reports of action taken in such cases are published periodically in LOCAL GOVERNMENT SERVICE. In libel and slander cases, the Council takes the view that the Association's function is to clear the member of the allegations made against him, and not to secure heavy damages. Many cases of this type are settled by obtaining a satisfactory apology.

The work of the department is, of course, influenced by current events, and there are now many cases where advice and assistance are given in appeals for pensions for injury or disability attributable to, or aggravated by, war service. Here, again, examples show the extent of the assistance given:

1. A member was awarded a disability pension category A.1, had a heart attack before he was called up, but, though he reported this on re-examination, was again placed in category A.1. During his war service he had heart attacks after strenuous training courses, and had two spells in hospital. Eventually he collapsed on the parade ground, and was discharged as unfit, but was refused a pension.

The Association appealed on his behalf, but the Ministry's decision not to grant a pension was upheld by the appeal tribunal, which also refused leave to appeal to the High Court. The Association thereupon applied to the nominated judge for, and obtained, leave to appeal. Shortly afterwards the member collapsed and died from heart failure, and the Ministry eventually admitted that the disability had been aggravated by war service. Arrears of pension amounting to more than £100 were recovered for the widow, who, on the department's advice, also applied for and obtained a pension in her own right of £3 4s. 6d. a week.

2. A member was awarded a disability pension for eye injuries as a result of enemy action. The pension, at first 100 per cent, was later reduced to 50 per cent and then to 30 per cent. An appeal was lodged and a medical report obtained from a Harley Street specialist. After considering this, the Ministry agreed that the degree of disablement should be reinstated to 50 per cent, with effect from the date of the reduction.

3. A member who had been placed in category A.1 on enlistment in 1940 was discharged from the R.A.F. in 1942 with schizophrenia. His application for a pension was refused by the Ministry and by the Tribunal to which the Association appealed on his behalf.

Some time later, the High Court awarded a pension to an ex-serviceman suffering from schizophrenia, whereupon the department obtained Counsel's Opinion, but was advised that it was not possible to take the member's case successfully to the High Court. Mr. T. W. Burden, M.P., was asked to approach the Minister of Pensions, but was told that nothing could be done, since the Tribunal's decision was binding on the Ministry. Later, however, when the Pensions Appeals (Special Review) Tribunal was set up to reconsider appeals, the department sought and obtained leave to appeal to it. Counsel was briefed to represent the member, and a Harley Street specialist was called to give evidence. The Tribunal allowed the appeal, and thus established the member's right to a pension after a fight lasting nearly three years.

In addition to the types of cases already referred to, the department also deals with about 950 cases a year in which members require advice and assistance on such diverse subjects as superannuation; reinstatement in civil employment; problems arising from war service; compensation for loss of office; conditions of service; income tax; pensions increases; health and unemployment insurance—in fact, on any matter arising from their employment.

Appeals on superannuation disputes are prepared and submitted to the Ministry of Health, as also are appeals in connection with unsuccessful claims for compensation for loss of office. This aspect of the department's work is not confined to what are usually termed the "rank and file" members; clerks of councils and town clerks from time to time write for and obtain opinions.

No Advice on Private Affairs

The department is prepared to tackle anything referred to it—with two exceptions. Firstly, advice and assistance are *not* given to members on their private affairs. As already stated, the department's help is confined to matters arising out of a member's employment, and therefore no advice or assistance can be given if he wants to divorce his wife; if his child is bitten by a neighbour's dog; if the landlord wants possession of his house; if his father died without leaving a will; if his neighbour won't repair his fence; if he is injured while on holiday or during off-duty hours; if he and his wife want to adopt a child; or if he has an argument with the local tax inspector on his general liability to pay tax. On income-tax, the only questions on which the department advises and assists are those relating to claims for tax made on returned superannuation contributions, gratuities, and the like.

Secondly, no advice or assistance is given where a member is charged with a criminal offence. In such cases, the member must provide his own defence, but if he is acquitted, he may apply to the N.E.C. for the Association to bear the costs of the defence; such an application will be considered in the light of the circumstances of the case, if the branch supports it. If the member is found guilty, no assistance will be given.

The Watch on Legislation

But legal advice and assistance is only half the story of the legal department. Equally important is the parliamentary work, which entails a constant watch on the legislation going through Parliament so that the interests of members may be protected. Few members have any idea of the extent of this work, and few realise that many Acts of Parliament affecting them contain protective provisions solely because of the action taken by the department and the parliamentary agents. Nor is it generally realised that the parliamentary work is not confined to public Bills, but extends also to private Bills and Orders deposited by local authorities and statutory undertakers. In the 1946-7 session of Parliament, for example, 124 private Bills and Orders were scrutinised.

The parliamentary agents report to the department on any private Bill or Order which may affect members. In some cases, the department is able to say that members will not be affected; in others, copies of the report are sent to the district officer and the branches concerned, so that those on the spot can say from their local knowledge whether there is any need for action to protect members' interests. Usually, the first indication the branch has that there is something afoot which may affect its members is when it receives this report—and the department

often receives a reply saying: "But for your letter bringing the matter to our notice, it would have gone by without any thought on our part."

Where a private Bill or Order does threaten members' interests, it is usually necessary for the Association to lodge a petition against it. This involves discussion and negotiation with the parliamentary agents who are acting for the promoters of the Bill or Order, and drafting and re-drafting, submission and re-submission, of proposed clauses. Where settlement is not reached, the members concerned must be represented by Counsel in the parliamentary committee before which the objections will be heard and determined, or by Counsel or a solicitor at a local inquiry. The number of members affected is immaterial; in 1946, Counsel was briefed to appear before a Select Committee of the House of Lords on behalf of six members, and the following extract from his address indicates the Association's policy in this respect:

"Some criticism, I rather gather, is made against the Association in this case because the number of their members who are likely to be affected, or who may be affected, is small. My Lords, in my submission, if a question of principle is involved, the number is clearly irrelevant, and, in my submission, an Association, such as the one for whom I am appearing, would be failing in their duty if they thought it right to take action before a parliamentary committee because there were a lot of people involved, but failed to take suitable action because only a few people's interests were likely to be affected."

In that particular case the department obtained the provisions it desired.

Preservation of Pension Rights

Usually a private Bill or Order contains provisions resulting in a transfer of officers from one local authority or statutory undertaking to another, and the legal department must ensure that their pension rights will not be affected by the transfer and that suitable provisions for compensation are included. There are other cases where the Bill or Order provides for local modification of the Local Government Superannuation Act, 1937, or modification of a Local Act pension scheme. When this happens, the effect of the provisions is pointed out to the branch concerned, and its observations are invited. If it has any objection, action is taken, either by lodging a petition or by negotiation with the promoters, or both, to secure satisfactory clauses.

Then there is what may be called the general parliamentary work—i.e., the examination of Bills the operation of which will affect large numbers of members, such as the National Assistance Bill, the National Health Service Bill, the Local Government Bill, and the like. This is, perhaps, the most important work of the department, though it is the least spectacular.

When such a Bill is introduced in Parliament, it is examined by the department and the parliamentary agents, its effect on members is estimated, and a decision is taken on the amendments desired. For example, when the National Health Service Bill was drafted it provided for compensation to be paid only to transferred officers. This was not wide enough for NALGO, because there were many members who would lose appointments as part-time clerks of joint hospital boards, and it was necessary to secure an amendment which would bring such officers within the compensation provisions.

The action taken varies according to circumstances. Sometimes an interview with the appropriate Minister is sought and an attempt made to induce him to concede the point; sometimes an amendment is put down for debate in the standing committee; sometimes a Member of Parliament is asked to take up the matter with the appropriate Minister.

There are consultations with other interested organisations so that all interests are represented and covered with a view to concerted action being taken to secure the amendments which are desired. In fact, this work often results in series of meetings, discussions, and deputations spread over a period of months, as the table below shows.

Where action in the standing committee is necessary, arrangements are made for a

Three-Year Battle for the P.A.O.

The amount of work involved in protecting a single group of officers is shown in this outline of NALGO's representations (still going on) on behalf of the public assistance officers whose future was threatened by the National Insurance and National Assistance Bills:

February 1945—First deputation to Minister of National Insurance.

September 1945—Deputation to Parliamentary Secretary.

December 1945—Second deputation to Minister.

April 1946—Amendment to National Insurance Bill debated in Standing Committee.

July 1946—Third deputation to Minister.

March 1947—Deputation to Deputy Secretary, Ministry of Health.

November 1947—Joint committee to discuss provisions of National Assistance Bill.

December 1947—Discussions with officials of Assistance Board and Ministry of National Insurance.

February 1948—Deputation to Parliamentary Secretary, Ministry of Health.

June 1948—Further discussions with officials of Assistance Board and Ministry of National Insurance.

Each of these deputations and discussions was, of course, preceded by meetings of interested organisations to decide points for submission and to consider further action.

Member of Parliament who is also a member of the committee to table an amendment, which is drafted by the parliamentary agents. The member is "briefed" and arranges such support as is necessary. In an exceptional case, a copy of the brief may be sent to every member of the committee with a request that he support the amendment—as was done in connection with amendments the Association wished to obtain to clause 66 of the National Insurance Bill.

After the Royal Assent

In these days, however, the general parliamentary work does not end at the stage when the Bill under consideration receives the Royal Assent. The Bill may (and often does) contain provisions empowering a Minister to make regulations providing for payment of compensation, for transfer of officers, and for preservation of pension rights. In all such cases, the department writes to the appropriate Ministry claiming the Association's right to be consulted when the regulations are drafted, and usually the claim is conceded. Recently, as readers will know, the department has been engaged studying draft compensation and pension regulations made under the National Health Service Act, 1946, Town and Country Planning Act, 1947, Electricity Act, 1947, Transport Act, 1947, Local Government Act, 1948, and the National Assistance Act, 1948, and in making representations on them to, and discussing those representations with, the appropriate Ministries.

That, briefly, is the work which is performed by the legal department under the supervision of the law and parliamentary committee of the N.E.C. It costs about 8d. per member per year. I hope you think it is worth the cost.

First Promotion Examination Result Raises Many Problems for the Future

By "CRITIC"

THE first promotion examination under paragraph 28 of the local government Charter, which provides that no General Division officer may be promoted to a higher grade unless he has passed it, or secured a recognised alternative qualification, was held in May, and the report upon it has now been issued by the Local Government Examinations Board.

It is a most interesting document, and one regrets that it is not fuller. The examination is so important that it would have been helpful to have learned more of the performance of those who tackled it on this first occasion. The report discloses that 786 applications for admission to the examination were received. Of these, 34 withdrew and 50 failed to present themselves for examination. The remaining 702 candidates began the examination; but after the first paper one failed to present himself for any others. Of the 702, 360 passed the examination and 342 failed. Out of a maximum of 500, the highest marks obtained was 380; three candidates each obtained 376 marks.

The report comments briefly on the candidates' response to the question papers in the main subjects. For the English paper, we are told, one or two very good scripts were submitted. One candidate obtained 95 per cent. marks, two 90 per cent., and 41 secured 80 per cent. or more. On the other hand, some of the scripts were described as so bad that the only possible classification of them was "illiterate," and 19 candidates obtained less than 20 per cent. marks. In other words, a handful of the candidates write so well that they will probably not remain in local government, and 19 of the 701 expressed themselves so badly that they would undoubtedly have been eliminated by this showing in the other papers.

Why Include English?

Why did the Examinations Board feel it necessary to include English as a specific subject for the examination? The preface to the regulations and syllabus for the examination contains in explanation only the bald statement: "It is important for the official to be able to write clear English." Of course; but, since the rest of the examination consists of papers to be written in English, surely it was not necessary to inflict another three-hour paper on the candidate in order to test his ability to express himself clearly?

The English paper is by far the most intriguing. One feels that the examiners had a lot of fun devising the questions, but were a little doubtful about the purpose of it all. The result is a mixture of the school exam. paper ("Write an essay on the Olympic Games . . . Tobaccò . . . Ghosts"), a radio quiz programme ("What is Whitaker's Almanac?"), some excellent questions apparently inspired by "Plain Words," and, finally, some good old-fashioned "Eng. Lit." questions. Towards the end the examiners had apparently completely forgotten that they were supposed to be testing the candidates' suitability to proceed from the General to the Clerical Division. One wonders how they assessed in marks the response to some of their questions. What would have happened to a candidate who, asked to explain the meaning of the expression "properly conceived," was bold enough to say that, taken

literally, it was unfortunate and inappropriate; that, metaphorically, it had long lost all significance, and was therefore a cliché to be avoided; and that the author was accordingly to be censured for using it? And how was the candidate judged who showed that he was, or was not, familiar with "Lorna Doone," but was given no opportunity of showing whether he had ever heard of Bernard Shaw? (Now that H. G. Wells is safely dead, could not he be promoted to "Eng. Lit." in place of Blackmore?) And what did the examiners conclude when a candidate found pleasing—or unpleasing—the lines:

*Ah! from this Temperance Army
Your feet shall never stray,
Your mind will then be balmy
If you keep the Shining Way.*

Is a candidate who finds it "pleasing" to rhyme "army" with "balmy" fitted or unfitted to go into the Clerical Division? It would be interesting to know whether any candidate failed because of his showing in this paper, but nevertheless expressed himself sufficiently well to achieve pass standard in the other papers.

Comprehensive Questions

The two compulsory papers on local and central government are the core of the examination, and one would have liked more information about the candidates' showing in them. The questions were certainly so comprehensive that the rest of the examination hardly seems necessary. All that the report tells us, however, is that the standard was not particularly high. Eighty-five per cent. was the highest mark in paper I and 89 per cent. in paper II. In both there were some deplorably low marks, with 56 candidates in paper I and 54 in paper II obtaining less than 20 per cent. It would be interesting to know whether these included the English "illiterates."

According to the regulations, in Group III of the papers the candidate "is given choice of subjects, the study of which should enable him to widen his range of interests and knowledge and to see his immediate job in its larger setting."

The Papers

Sets of the May 1948 Promotion Examination question papers are now available from the Local Government Examinations Board, 37, Upper Grosvenor Street, London, W.1, price 1s. 6d. post free.

Of these optional subjects, "Elements of Economics" was the most popular, the report stating that 404 candidates took it. The marks obtained were fairly evenly distributed about the average, and, whilst there were no particularly outstanding papers, there were few with low marks.

"Local Government Administration" came next in order of popularity, being taken by 255 candidates. Some good papers were submitted and the standard was higher than the average.

The other subjects in Group III were selected by the following numbers:

Elements of Statistics	85
Social and Political Theory	100
Comparative Political Institutions	9

Social and Political History since 1830 88
Regional and Physical Geography 104
As mentioned below, however, 276 of these were papers selected by candidates from this group for their fifth and optional paper.

The choice of Economics by so many is perhaps natural, but why should "Comparative Political Institutions" attract so few when "Social and Political Theory" is relatively so popular? One wonders how far candidates' choice was influenced by the syllabuses of other local government examinations for which they have studied, or are expecting to study in the future.

For the final paper, candidates could choose either a further subject from Group III or a subject from a group which, according to the regulations, "have a more direct bearing on the candidates' official work, for they cover most of the main fields of local authority activity."

Of the 700 candidates taking the optional subjects, we are told that 424 selected a Group IV "departmental" subject, while 276, as stated above, selected another "background" subject from Group III. What happened to the remaining one of the 701 candidates who completed the examination is not explained.

The Group IV subjects were chosen by the following numbers of candidates:

Local Government Finance	140
Local Authority Administration	225
Public Health	9
Education	6
Public Utility and Trading Services	2
Housing and Estate Management	2
Town and Country Planning	2
Public Works	1
Social Welfare	7

The only comment by the board on the papers submitted on these subjects is that in "Local Authority Administration" a number of good papers were submitted and the standard in this subject was above average.

Departmental Papers Shunned

The surprising feature of this part of the examination is the very small number who chose the more narrowly "departmental" subjects. One would have expected a candidate, when given the opportunity, to choose the subject relating to his own department, partly because he would, during his day-to-day office activities, have accumulated a good deal of knowledge likely to be of value to him in the examination, and also because he might suppose that the selection of this subject would be approved by his official seniors and would enhance his prospects of promotion within the department.

In fact, however, more than one-third of the candidates chose a second more general subject from Group III, and of those who did not, by far the greatest number selected "Local Authority Administration," which, although it includes "The Work of the Clerk of the Council," could well be regarded as more of a background than a departmental subject. Apparently, only the finance people chose their own departmental subject in any number.

Unfortunately, although the report tells us the local authorities from which candidates came, there is no indication of the proportions in which they were drawn from the various departments. But we do know that out of 701 candidates, 502 came from counties and county boroughs—that is, from

authorities in which the members of the education and health departments form a considerable proportion of the staffs. And yet, of those 502 candidates, only nine chose "Public Health" and only six "Education."

Why did candidates so generally avoid the departmental subjects? Did they feel that the standard would not be high enough to be of any real value to them in their work, or did they recognise that even a comprehensive knowledge of the work of the department counts for nothing as an asset in securing a senior administrative post compared with the possession of a medical qualification, a university degree, teaching experience, or other technical qualification? On the evidence of this first year's report, is there any justification for including a Group IV at all? The preface to the regulations gives no positive reason for it, but, on the contrary, deprecates specialisation at too early an age. And of the 701 candidates, 531 exercised the option given to them either by choosing another more general subject or by choosing "Local Authority Administration."

It would, of course, be unwise to draw hasty conclusions from the first year of the examination. On the other hand, if the examination in its present form is not entirely suitable for its purpose, it should not be regarded as sacrosanct and consideration should be given to its amendment. The facts given in this report obviously increase the doubts already widely felt as to whether five three-hour papers are really necessary to test the suitability of a General Division officer for promotion to the Clerical Division. Is there any justification for the inclusion of the English paper, and could not the fifth paper be omitted—though if it were, it might be desirable to include "Local Authority Administration" and "Local Government Finance" in the present Group III.

The following tables in the report show the distribution of marks in age groups (with percentages rounded off to the nearest whole number):

ALL CANDIDATES

Age Group	PASS No.	% of passers group	FAIL No.	% of failers group	TOTAL No.	% of Total
Up to 19	2	5	15	11	3	85
20-24	85	24	46	98	29	54
25-29	178	49	62	108	32	38
30-34	60	17	51	58	17	49
35-39	25	7	43	33	10	57
40-44	8	2	29	20	6	71
45-49	2	5	20	8	2	80
50 plus	-	-	-	6	2	100

WOMEN ONLY

Age Group	PASS No.	% of passers group	FAIL No.	% of failers group	TOTAL No.	% of Total
Up to 19	-	-	3	10	3	5
20-24	17	52	7	24	24	39
25-29	8	24	7	3	10	27
30-34	5	15	42	7	24	58
35-39	2	6	67	1	3	33
40-44	1	3	14	6	21	86
45-49	-	-	-	1	3	100
50 plus	-	-	-	1	3	100

It will be noted that at the younger and older ends failures preponderate. The "curve" is, however, fairly regular and in the age group 25-29, 62 per cent of the group passed the examination. Below and above that age group the percentage of successes in each of the age groups falls off from this peak, although one candidate, aged 46, one aged 45, and three aged 42, were successful, and it is interesting to see that few men and women over 35 are taking the examination, either because they are no longer in the General Division, or because they have anticipated exemption.

Attached to the report is a table showing the centres at which the examination was held and the numbers who attended at each centre, ranging from 75 at Hull down to the one lonely candidate who sat at Cockermouth. It is difficult to draw any conclusions from the geographical distribution of the candidates, except that it seems to be patchy and one wonders whether it was affected by the availability of local facilities for tuition in the examination subjects. Hull (75), Brighton (45), and Norwich (30), seem to have had a large quota

of candidates compared with other centres serving a relatively large number of local government officers. Were General Division staffs given more encouragement and provided with more facilities for study in those areas than elsewhere?

Another appendix to the report gives details of the local authorities from which the candidates, successful and unsuccessful, were drawn. There is no space here to reproduce this, but the following table shows the passes and failures:

	PASS	FAIL	TOTAL
County Councils	78	69	147
County Boroughs	190	165	355
Non-County Boroughs	52	55	107
Metropolitan Boroughs	11	20	31
Urban Districts	19	22	41
Rural Districts	8	8	16
Other Authorities	2	3	5

It will be noticed that more than half the candidates from counties and county boroughs were successful, but that for all other types of authorities the percentage of successes was rather less than 50. Again, one wonders whether the candidates from the large centres had more adequate facilities for tuition than those from the smaller centres and rural districts. The Metropolitan boroughs, however, showed the poorest results of all. Surprisingly, the London County Council staff produced only one candidate—who was successful—and Middlesex only six, four of whom failed. Are they boycotting the Promotion Examination in the Metropolis, or do they get promoted from the General Division without it? Shall we be hearing some whisper of a reason from the Metropolitan District Committee?

More Vacancies than Passes!

Looking at the figures for the individual authorities, one realises how long it will be before the examination achieves its avowed object of "forming a pool of officials from which higher appointments can be made." The staffs of large county authorities such as Lancashire (8 passes), Kent (3), the West Riding (4), and county boroughs such as Bradford, Bristol, and Burnley (1 each), have produced so few successes that they will obviously be insufficient to fill the vacancies that will occur in their Clerical Divisions during the next year.

Taking the country as a whole, the outstanding fact is that only 360 candidates passed the examination, and that this number was just over

half of those who took the examination. On this salient fact, the report comments only that some candidates would appear to have taken a "long shot" and entered for the examination without any serious preparation. Other candidates have obviously selected their optional subjects carefully and attained success as a result of serious study.

That is no doubt true—but is there any reason for supposing that the 701 candidates who were keen enough to take the examination at this first opportunity are poorer in intellectual quality or less adequately prepared than those who may be compelled, many most reluctantly, to take it in later years? Are they not probably an above-average sample of General Division local government officers? And, if so, what can we conclude from a 51 per cent pass? If the examination standard is correct, the results and the report together indicate that a large proportion of General Division officers either will not qualify for promotion to the Clerical Division, or will do so only if they make a very considerable effort. Is the possibility—not the immediate certainty, it must be remembered—of promotion to the Clerical Division a sufficient incentive to encourage them to undertake this effort? May they not decide that it is more profitable to leave the local government service? And is recruitment so satisfactory that we can afford to lose them? Are those who have failed, and will in future years fail, in an examination of this type and standard, all really incapable of satisfactorily "performing duties of a clerical character"?

If we had satisfactory recruitment, we should expect all, or very nearly all, General Division clerks to qualify without undue difficulty at least for the Clerical Division: a promotion examination at that level should not need to do more than weed out the occasional misfit who will slip through the net of any recruitment scheme. We all know well enough that our present recruitment is far from satisfactory, but is it really so bad that only 51 per cent of the entrants are suitable for promotion from the lowest grade?

The obvious reply to all these questionings is, of course, that it would be dangerous to draw conclusions from one examination. Nevertheless, there are indications that we may not be able to achieve the task of adapting recruitment and promotion to the present standard of the promotion examination, and may have to face the alternative of adapting the examination to the realities of local government.

Plans for New Rating Valuation Service

THE Board of Inland Revenue has informed the Negotiating Committee of its proposals for the new rating valuation service which will be established as a result of the passing of the Local Government Act, 1948.

The new service will be part of the Valuation Office of the Inland Revenue and will be under the control of the chief valuer. At first, rating valuation will be kept separate from the other work of the Valuation Office, but the two sides will eventually be merged. Under the jurisdiction of the chief valuer, the new service will be in charge of a deputy chief valuer, with an assistant chief valuer to help him. The salary scales of the technical staff will be the same as those paid to existing members of the Valuation Office, except that there will probably be two scales within the ranges of 2nd and 3rd class valuers. There will also be a sub-professional grade below the 3rd class valuer scale.

For non-technical work, the staff will be classified as clerical assistants and valuation clerks. There will be valuation clerks (higher grade) in the bigger offices.

Senior Posts to be Filled

The final pattern and details of the new organisation are to be discussed with the officer who is to take charge of it. The Board, therefore, will proceed as soon as possible with the appointment of a deputy chief valuer and an assistant chief valuer. Applications for these posts will be invited by public advertisement from officers engaged wholly or mainly in the work of valuation for rating with a local authority or an assessment committee. The date of the rest of the appointments cannot be fixed until questions of accommodation have been settled. Meanwhile, staffs may be assured that all appointments will be made by selection by the Civil Service Commissioners after applications have been invited from rating authority staffs.

The grades and London scales of pay are:

Professional.	Men.	Women
	£	£
Dep. Chief Valuer	1800	—
Asst. Chief Valuer	1650	—
Supt. Valuer	1420 × 50—1570	—
1st Class Valuer	1160 × 35—1370	1000 × 30—1200
2nd Class Valuer	750 × 25—1050	650 × 25—900
3rd Class Valuer	475 × 25—750	475 × 20—650
Clerical.		
Staff Officers	675 × 25—800	550 × 25—675
Valuation Clerk	(Higher Grade) 525 × 20—650	420 × 15—525
Valuation Clerk	150—450	150—360

These proposals were discussed by the Negotiating Committee with Mr. Glenvil Hall, M.P., financial secretary to the Treasury, the chief valuer, and the director of establishments of the Board, on July 29, when it was submitted that the proposals did not do justice to the problem with which the new service will be faced. It was urged that there should be a chief rating valuer at the head of the new service, and that the top post should not be that of deputy chief valuer; that better terms must be offered to attract the right men to the new service; and that the proposed salaries compared unfavourably with those offered by Hospital and Electricity Boards.

Mr. Hall said that the Government wanted to carry out the change with the minimum of friction and the maximum of justice. He accepted without query the magnitude of the job ahead, but suggested that it was essential that there should be one chief valuer. On salaries, all he could say was that the views expressed would be carefully considered in an endeavour to find a way out of the difficulty.

In reply to a request for early information as to proposed salaries and conditions for clerks and other officers of the new valuation panels and courts, Mr. Hall promised to give information as soon as possible.

N.J.C. ASKED TO RIGHT CONSOLIDATION ANOMALIES

Increases for Miscellaneous & APT 1 Sought

Plans to Speed Negotiating Machinery

Amendment of Sick Pay Regulations

Committee Gets Down to Grading Claims

REMOVAL of anomalies in the salary scales, increases in annual leave, speeding-up of negotiating machinery, modification of sick pay regulations, and grading of classified officers, were among many important topics before the National Joint Council for the Local Government Service on July 27.

Salary Anomalies.—It was reported that, to remedy anomalies in the salary scales created by the award of the National Arbitration Tribunal, the staff side had proposed that

- (i) Miscellaneous Division Grade I be increased from £315×15—£360 to £340×15—£385, thus restoring the former parity between the maximum of this grade and the maximum of the General Division;
- (ii) Miscellaneous Division Grade II be increased from £375×15—£420 to £395×15—£440, thus restoring the former parity between the maximum of this grade and the maximum of Clerical Division (M);
- (iii) APT Division Grade I be increased from £390×15—£435 to £405×15—£450, thus restoring the former relationship between the scale and Clerical Division (M).

These proposals were referred to a meeting of the executive committee on July 8. The employers, however, wanted more time to examine the proposals, and the executive committee therefore deferred consideration. It is probable that the staff side proposals will come before the next meeting of the executive committee, to be held on September 15.

Annual Leave.—It was reported that, at an earlier meeting, the staff side had submitted a claim for an overall increase in annual leave excluding public and general holidays) to 15 working days for juniors up to 21, 21 working days for officers over 21 and earning up to £300, and 28 working days for officers earning between £300 and £700; holidays of officers earning more than £700 to be at the discretion of the employing authority, with a minimum of 8 days.

After discussion with the Council on the practice of granting wakes and local holidays in some districts, the staff side agreed to withdraw the claim and submit a revised one to include provision for these holidays.

Speed-up of Negotiations.—On January 28, the National Council set up a committee to consider staff side proposals for speeding up the work of the Council. These included the setting up of special standing committees to deal with particular questions—such as education, salaries, and conditions of service—and reporting direct to the Council upon them, instead of the present procedure under which most matters must be submitted first to the Council, which, in turn, refers them for detailed examination to the executive committee, which reports back to the National Council; and speedier procedure in settling the many claims for grading of groups of officers. On April 21, the committee rejected the first of these proposals, but it did agree to call for reports from the joint secretaries (a) on the possibility of referring more matters direct to the executive without formal reference to the full Council, and (b) on those parts of the Charter which do not relate to salaries and service conditions. It also called for an early meeting of the committee set up to consider the grading of special posts.

On July 8, the committee on negotiations considered the report on the paragraphs of the Charter outside the field of salaries and service conditions. These paragraphs, the report pointed out, covered arrangements designed to improve the standard of the service—including better recruitment, mobility of junior staff between departments, encouragement of attendance at part-time classes, and facilities for acquiring administrative, professional, and technical qualifications and knowledge of local government and its problems.

Urging that the National Council should stimulate greater interest in these aspects of the

Charter, the report recommended a survey of what had been done by all local authorities, and suggested that the appropriate body to undertake such a survey was the Local Government Examinations Board, suitably expanded for the purpose.

The National Council approved this proposal, extending the terms of reference of the Examinations Board to allow it to consider any matters referred to it by the N.J.C., inviting it to conduct an inquiry into education and training, and adding to its members two additional representatives of each side of the Council. The additional staff side members are both NALGO representatives, N. W. BINGHAM, chairman of the Association's public relations committee, and A. E. NORTROP, vice-chairman of the education committee.

Grading of Special Posts.—The committee on grading of special posts met on July 8, and instructed the joint secretaries to go through the draft scales (of which there are between 40 and 50) submitted by various professional bodies and determine an order of priority for their consideration. This task is due to begin this month, and the committee will work on the assumption that the Charter will be amended to cover officers earning up to £1,000 a year. The claims will be considered in groups of like or allied occupations.

Sick Pay Regulations.—The Council decided to follow the recommendation of the Government and adjust the sickness allowance to ensure that, when added to the benefits payable under the National Insurance Act and the National Insurance (Industrial Injuries) Act, it should not exceed an employee's normal wage (disability benefit under the latter Act being ignored). The amendments agreed are:

Deletion of Clauses (2) (c), (d), and (e) of paragraph 16 of the Charter and their substitution of the following:

- (c) The following deduction shall be made from an allowance equal to full pay:
- (i) The amount of sickness benefit receivable under the National Insurance Act, 1946;
- (ii) The amount of injury benefit under the National Insurance (Industrial Injuries) Act, 1946;
- (iii) Compensation payments under the Workmen's Compensation Acts where the right to compensation arises in respect of an accident sustained before July 5, 1948;
- (iv) The amount (if any) received as a treatment allowance from the Ministry of Pensions.

provided that:

- (v) The officer for the purposes of the scheme shall be under an obligation to declare to the employing authority in whatsoever manner may be required, his or her entitlement to benefit under the foregoing Acts, and any subsequent alteration in the circumstances on which such settlement is based, in default of which the employing authority shall be entitled to determine the benefit by reference to the maximum benefit obtainable;
- (vi) In the case of an officer who was a voluntary contributor under the National Health Insurance Acts, no deduction of benefit and allowances receivable under the National Insurance Act, 1946, shall be made during the period of six months commencing July 5, 1948;

(d) The allowance payable under this scheme to any officer shall not exceed the sum (if any) by which the amount of benefits, allowances, and payments referred to in the foregoing subparagraph, falls short of his full pay.

Deletion of Clauses 3 (d) and (f) and their substitution by:

- (d) An allowance shall not be paid in a case of accident due to active participation in sport as a profession, nor in a case in which the absence arises from or is attributable to an officer's own misconduct, unless the employing authority by resolution decide otherwise.
- (f) An officer who is absent as a result of an accident shall not be entitled to an allowance

if damages are receivable from a third party in respect of such accident. In this event, the authority may, having regard to the circumstances of the case, advance to the officer a sum not exceeding the sickness allowance provided under this scheme, subject to the officer undertaking to refund to the authority the total amount of such allowance or the proportion thereof represented in the amount of damages received. Any period of absence in such a case where a refund of the monies advanced is made in full, shall not be recorded for the purposes of this scheme. Where, however, the refund is made in part only, the authority may at its discretion decide to what extent, if any, the period of absence may be so recorded.

Other suggestions for the amendment of the sickness provisions, including that dealing with the calculation of allowances, a suggestion that no account should be taken of sickness for which no allowance is payable, the position of married women who opt to pay no contributions under the National Insurance Act, and the calculation of sickness allowance of voluntary contributors under the National Health Insurance Act are to be considered further. Pending this consideration, married women who opt to be exempted from insurance are to have deducted from an allowance equal to full pay the benefits they would have received had they been insured.

Recognition of Examination Successes.—It was reported that the Local Government Examinations Board had recommended that the payment of monetary grants in recognition of examination successes be discontinued and that, instead, local authorities be recommended to give more assistance in post-entry training. The staff side opposed any abandonment of the payment of examination grants until it had been replaced by a scheme which would fully take its place, and the Council instructed its executive committee to prepare a scheme which would provide for financial assistance towards the cost of preparing for and sitting approved examinations.

Meter Readers.—It was agreed that a meter reader or prepayment collector (gas or electricity) who is called upon to undertake clerical work, or collects other sums due from consumers, should be graded under the Charter.

Telephone Operators.—It was reported that the executive committee had failed to agree on a suggestion that the General Division scale of the Charter was too high for a telephone operator and that telephone operators not engaged under the Charter should be paid at rates fixed by local authorities in consultation with staff associations.

London "Weighting."—It was pointed out that the decision of the Council of April 28 fixing London "weighting" at £10 for all officers aged between 16 and 20, and at £20 for those between 21 and 25, involved hardship on officers between these ages in the Miscellaneous Division Grade 1, who had previously been entitled to £30 weighting regardless of age. The Council agreed that all such officers who were getting the £30 weighting before April 28 should continue to receive it.

Dental Officers' Salaries.—In response to representation from the British Dental Association and the education advisory sub-committee of the County Councils Association, it was agreed (subject to the approval of the Ministers of Health and Education) to recommend that the salaries of dental officers be increased with effect from October 1, 1947, by 30 per cent of the commencing figure of the grade or scale where this figure does not exceed £700, by 20 per cent where the figure is between £701 and £1,000, and by 10 per cent where the figure exceeds £1,000, subject to an upper limit of £1,210.

Right of Appeal.—The executive committee had recommended that an officer accepting a post after advertisement should have no right of appeal against the original grading of his post. When this recommendation came to the full

(Continued on next page, foot of column 1)

N.E.C. COMMITTEES

Association Will Resist any "Purge" of Members for Their Political Views

NALGO must resist, both locally and nationally, any attempt to penalise a member for his political views. This is the effect of a statement of policy approved by the service conditions and organisation committee of the National Executive Council when it met in London on July 10.

The question arose when a branch reported that its local authority appeared to be contemplating some action against an officer because he was a member of the Communist Party, and sought the advice of the general secretary. In his reply, the general secretary wrote:

"The Government has taken action in relation to the Civil Service only. It has taken no action, and called for no action, in other spheres. . . . What is more, it is only in a limited field, in which posts related to measures of national defence are concerned, that the Government is taking steps to remove or transfer officers who are members of the Communist Party. . . .

"It seems to me, therefore, that any action which your corporation took in respect of any of its employees. . . would be going far beyond the kind of measure which the Government and Parliament have approved. In these circumstances I feel that the view the Association would take would be that it would be unjust and unwarrantable for one of our members to be penalised for political opinions, and that if there is any attempt so to penalise him by your corporation, this attempt should be resisted by the Association, both locally and nationally.

"In considering the question generally, it has, I think, to be borne in mind that neither the Government nor Parliament has gone to the length of proscribing the Communist Party as

an illegal organisation, and that if they thought that the presence of Communists in any sector of the national life were so wrong or so dangerous as to call for the local authority employers or voluntary associations such as ours to weed them out, then the first step should be for Parliament to proscribe the Communist Party as an illegal organisation, when it would become incumbent on everyone loyally to carry out the law in their own respective spheres.

"I do not think there is any intention of so proscribing the Communist Party; but until it is done, I think that our attitude is clear—namely that neither in the local authorities nor in our own organisation is anyone justified in commencing an inquisition into the opinions of our members, unless of course there is tangible evidence of acts of disloyalty."

Other matters considered by the service conditions and other committees of the Council meeting on the same day included:

SERVICE CONDITIONS

Organisation of Transport Staffs.—The N.E.C. is to be asked to appoint a national organising officer for transport staffs, and a national conference of representatives of such staffs, similar to the conference already held for electricity, gas, and health staffs, is to be held in London on October 2. Each district committee has been asked to appoint two delegates, and members have been invited to submit items for the agenda.

Preliminary discussions on the organisation of transport staffs have already been held with other trade unions interested and with the Road Transport Executive of the British Transport Commission. Although it is likely to be some time before the road passenger transport undertakings of local authorities are affected by nationalisation—the intention being, apparently, to attend first to the transport of goods—the authorities concerned wish to make full provision for bargaining machinery, and NALGO's interest is acknowledged on all sides.

Conference Decisions.—The service conditions sub-committee has been instructed to prepare detailed proposals for giving effect to the Conference decision to launch a national campaign for "rates of pay at least equal to those now paid by the major banks and insurance companies"; to report as soon as possible on means of securing recognition of the Charter as a minimum standard; and to consider, amongst other Conference resolutions, equal pay for equal work, the compulsory formation of local joint committees, and the Association's desire to conduct negotiations for all local government officers through one joint council alone. Other decisions—amongst them, plans for accelerating Whitley Council machinery, applying the 38-hour week to those clerical officers not now enjoying it, and demanding that the Charter general division maximum be reached at age 26—were referred to the staff side of the National Joint Council for the local government service.

Workmen's Tickets.—In response to a report that some members had been refused "workmen's tickets" for rail travel because they did not appear to be artisans, labourers, or mechanics, Headquarters has sought and obtained an assurance from the Railway Executive that workmen's tickets are available to all passengers travelling by morning trains booked to reach their destinations by 8 a.m.

Removal Expenses.—The payment of removal expenses to newly appointed officers is to be left to local negotiation. This decision was taken after an inquiry into the practice of local authorities, prompted by a request from Crosby branch that the N.E.C. should "consider an appropriate scheme." The inquiry, though still far from complete, shows that many local authorities pay part of the removal expenses of newly appointed officers, though there is wide variation in the amounts of the grants and the conditions attaching to them.

Sanitary Inspectors' Scales.—Referred to the staff side was a North Western district com-

mittee resolution viewing with serious concern the inadequacy of sanitary inspectors' scales and the delay by the N.J.C. in issuing a final award upon them, welcoming the improved standards operated by the London Provincial Council and several local authorities, and calling upon the N.E.C. to expedite the issue of the final award based upon the scales of the London district council and Manchester city council.

Road Safety Officers.—NALGO is to enter into an arrangement with the newly formed National Association of Road Safety Officers, whereby NALGO will handle service conditions matters and members will pay a composite subscription.

District Mobility.—The committee is to seek authority to buy five second-hand cars to augment the existing fleet of 19 cars used by district officers and their assistants.

Constitution of Consultative Committees.—The service conditions sub-committee has been charged with the preparation of a model constitution for district consultative committees which

NALGO wants

A Transport Organising Officer

Applications are invited from men or women for the appointment of an organising officer for transport staffs. The officer appointed will also be required to undertake such other duties as may be assigned. The salary will be in accordance with A.P.T. Grade VIII of the Association's salary scales (£725 x 25—£800), and the officer appointed will be included in the Association's superannuation scheme.

Applications, giving full particulars of age, education, qualifications, and administrative and/or organising experience, and names of three persons to whom reference may be made, must reach the General Secretary, NALGO, 1, York Gate, Regent's Park, London, N.W.1, by September 30, 1948, the envelope being marked "Appointment of Organising Officer."

Canvassing members of the National Executive Council will be a disqualification.

are to advise district committees on matters affecting utility and health staffs. In discharging this duty, it will use, as a basis, the draft schemes prepared by district committees.

Regional Hospital Boards.—Each regional hospital board has been asked to consider the claims of members of NALGO to serve on the boards' technical and advisory sub-committees.

Representation.—The following were nominated to fill NALGO's four vacant seats on the National Joint Council for Gas Staffs: P. ASHEN, chemist, Birmingham gas department (member, branch management committee and staff panel, joint consultative committee, former branch vice-president); T. FERNLEY, assistant, Manchester gas department (member, district committee, chairman, district gas advisory sub-committee); R. W. ILEY, superintendent, maintenance and public lighting, Sunderland Gas Co. (branch chairman and member, district consultative committee); and C. I. FOYNER, chief assistant to secretary, Gloucester Gas Light Co. (branch chairman, member, district consultative committee, regional joint council, and South Western provincial joint council).

L. W. G. HETHERINGTON was elected to replace H. W. JOHN as one of the N.E.C.'s direct representatives on the electricity N.J.C. Mr. John has resigned on his appointment as establishment officer to the South Wales division of the B.E.A.

LAW AND PARLIAMENTARY

The law and parliamentary committee received reports of forty-six cases in which legal assistance had been given to members and recorded its appreciation of the action of P. H. HARMOLD, chairman, and W. C. ANDERSON, legal officer, during negotiations with the Assistance Board on behalf of public assistance staffs.

National Joint Council

(Continued from preceding page)

Council, however, it was strongly opposed by the staff side, and the Council eventually decided to refer it back to the executive for reconsideration.

Promotion Examination.—A proposal from the Southern Provincial Council that the length of continuous local government service needed to qualify an officer over the age of 35 for promotion without passing the Promotion Examination be reduced from 15 to 10 years was rejected.

Grading of Librarians.—A resolution of the annual meeting of the Library Association, expressing dissatisfaction and concern at the failure of the N.J.C. to make any recommendations for the grading of librarians, and calling for such recommendations forthwith, was referred to the grading sub-committee.

Disputes.—Disputes between NALGO and six local authorities—Northumberland C.C., West Hartlepool C.B., Oldbury B., Cwmbran and Darlaston U.D.'s, and Axbury R.D., and six grading appeals upon which provincial councils appeals committees had failed to agree, were referred to the appeals committee of the National Council.

The Council accepted with regret the resignation of L. BEVAN, chairman of the staff side and vice-chairman of the Council, on his transfer to the National Health Service. J. W. MOSS, chairman of NALGO's service conditions and organisation committee, was elected chairman of the staff side and vice-chairman of the Council in succession to Mr. Bevan. Other changes consequent upon Mr. Bevan's resignation were the appointment of Mr. MOSS to the Local Government Examinations Board; of G. R. ASHTON to the executive committee, and of J. B. MCCANN to the staff side. T. D. BRADFORD, newly-elected member of NALGO's National Executive Council, replaced T. M. KERSHAW as staff representative of the London District Council on the staff side.

Commons Last-Ditch Battle for Better Health Service Compensation

THE National Health Service (Transfer of Officers and Compensation) Regulations, embodying the code for the calculation of compensation under the National Health Service Act, 1946, were approved by the House of Commons on June 23.

The code was outlined in the May journal and, as we reported in June, NALGO made every effort—with some success—to improve it. Although the regulations, as adopted, by no means meet the Association's claims in full, the fight for more adequate provision was carried to the last ditch—as the following extracts from speeches during the debate will show.

"I am extremely disappointed," said T. W. BURDEN, M.P. for Sheffield Park, "that the Minister, in these regulations, takes power to depart from the accepted code of compensation applicable to the local government service. This code, which resulted from more than 40 years of negotiations between the National Association of Local Government Officers and other trade unions, and the Ministry of Health, is, I venture to submit, now being definitely worsened . . .

"The proposed regulations are not a very happy send-off for the new health service; they will cause bitterness and resentment . . . The associations representing the staff have every desire to be reasonable and to enter into friendly negotiations with the Minister, but they feel that under these regulations, as they now stand, there may be some who will get a raw deal. It is in the interests of the new health service that I ask the Minister to take steps as early as possible to remove, as far as he can, what would otherwise be a sense of unfair treatment among members of the local government service."

To this, Lt.-Col. DEREK WALKER-SMITH, M.P. for Hertford, added: "I should have thought that the Minister would have admitted, at least, that the onus was on him to justify departures from the existing code, more especially where those departures are, as they are in the main, in the present regulations, detrimental to the interests of those who, through no fault of their own and by no choice of their own, are losing their employment or are being transferred to other employment. As the House is aware, the existing code of compensation for transferred officers is based on a system of one-sixtieth of the loss for each year of local government service, with an increment of additional compensation on an ascending scale in relation to the length of that service."

"That is the system which might have been followed in the regulations before the House; but, under these regulations, there is no increment of that sort in respect of claimants to compensation who are under 45 years of age at

the date of loss . . . The new code not only reduces the amount of compensation in that way, but . . . restricts the number and category of those who may obtain compensation at all. There must be at least eight years' service before the appointed day."

"I echo the doubts expressed why that, or any limitation in respect of service should be imposed, because under the existing code an allowance is made for short-term service in the diminished compensation payable in respect of it. I should have thought that that was probably discrimination enough."

"I would say in conclusion that, looking objectively at the new provisions of these regulations, it would appear that the onus is not discharged as to why the existing and equitable compensation code has been departed from; and secondly, that in all matters of doubt and difficulty, it does appear from these regulations that the balance on each occasion has been tipped against the officers to be compensated. I echo the view already expressed, that there is hardly a worthy or desirable thing to find in these regulations."

Replying for the Government, JOHN EDWARDS, M.P., Parliamentary Secretary to the Ministry of Health, said that the new code was the result of careful consideration in the light of present circumstances.

The eight-year period of qualifying service, without which an officer was not eligible for compensation, had been a compromise, since they had "originally thought in terms of ten years." They wanted a test which would mean that those entitled to receive pensions really had their roots in the old employment.

The Government would do its best to arrange transfers and offer employment so that there should be a minimum of trouble and inconvenience to all concerned.

They had thought it right to provide only for those over 45 because, in present circumstances, those under that age should be able to get employment. They thought also that it was necessary to step up the amount of extra compensation on the basis of age rather than of service.

There were strong arguments, concluded Mr. Edwards, why the administration should not be clogged by large numbers of small claims. The net amount, after deduction of tax, of claims of under five per cent was so small that they felt they could justly ignore such claims.

The approval of the regulations means that there is no further action which the Association can take at present. Similar regulations under the Town and Country Planning Act, 1947, the National Assistance Act, 1948, and the Local Government Act, 1948, have been approved. Copies can be obtained from H.M. Stationery Office at 5d. each.

NALGO's Policy If Manual Workers Strike

WHAT should be the attitude of NALGO members in the event of a strike by manual workers employed by their local authority or employing body? This problem, raised by a number of members affected by strikes or threatened strikes, was considered by the N.E.C. recently. The policy laid down by the Council is set out in the following letter sent to branches by the general secretary:

The long established policy of NALGO has been that where there is a strike by other employees in a dispute in which the Association has no direct interest, members should continue their normal employment. But in these circumstances the view is taken that members should not be ordered or constrained to do duties other than their normal duties; and the Association would give full support to a staff or individual members who decline to carry out such orders if given.

On the other hand it is realised what conflicting loyalties members are faced with on such occasions, and that individuals may have their own conception of their duty as citizens in some of the situations that may arise in a strike. If, therefore, the authority made a general appeal for volunteers and any of the individual members decided to respond to it the Association would not place obstacles in their way.

Whatever individuals may do, the local NALGO branch should carefully refrain from taking any collective action which would give

other unions the impression that the staffs were prepared to be used as strike-breakers.

A further aspect of the matter is that much may depend upon the particular official position of an individual. Some may be appointed for a very specific duty and it is no part of their contract of service to do any other. But others, particularly managers and their principal assistants, may be held to have a contract of service which puts them generally under an obligation to do all that their employers require to keep the service going if the employers order it. In such cases the Association would take the view that the individuals cannot be blamed if they conform to the authority's directions. These considerations would apply with added force in the case of duties necessary to the safety of the plant, etc., and, indeed, unions conducting strikes often leave their own members "in" if their duties are of this kind.

Both as regards volunteers and non-volunteers the Association would do all it could to resist victimisation by the local authority or any other union, as the case might be.

It has to be remembered that under the Conditions of Employment and National Arbitration Order, 1940, a strike is illegal unless notice has been given to the Minister of Labour and no action has been taken by him within 21 days thereafter, but this fact does not invalidate what has been said above.

Compensation Regulations.—Approval was also given to action taken in support of the Association's efforts to secure adequate compensation provisions for local government officers in draft regulations made under the National Health Service Act, 1946, Transport Act, 1947, Town and Country Planning Act, 1947, National Assistance Act, 1948, and the Local Government Act, 1948.

Superannuation Amendments.—Discussions have begun with the local authority associations on proposed amendments to the Local Government Superannuation Act, 1937, and a sub-committee has been appointed to consider in detail and report upon the proposals.

Pensions Increases.—There have been discussions with the L.C.C. Staff Association on the question of securing amendments to the Pensions (Increase) Acts 1944 and 1947, with a view to making proposals to the local authority associations.

PUBLIC RELATIONS

Future Policy.—The committee has given lengthy consideration to the future development of the public relations policy in the light of the success attained by its campaign for the development of public relations work by local authorities, changing circumstances, and the needs of a rapidly expanding membership, including many members outside local government. It is to recommend to the N.E.C. that the policy be restated as seeking the following four objectives, in the order of priority indicated:

1. Publicity for NALGO directed at the Association's members and potential members;
2. Public relations for the officer, directed at the public;
3. Public relations for the service, directed at the public; and
4. Public relations for NALGO, directed at the public.

The implications of this diversion of policy are now being examined, and it is probable that a full report, with detailed recommendations, will be presented to Conference.

Book on Careers in Local Government.—It is hoped that the book on Careers in Local Government, which has been written by J. B. SWINDEN, former deputy general secretary of the Association, primarily for the guidance of young people thinking of entering the service, school teachers, and vocational guidance experts, will be published towards the end of the year or early next year.

Civics in Schools.—It was reported that, in reply to an approach made by the Association, the Minister of Education had announced that he intended shortly to publish a pamphlet on the teaching of civics. The committee had already approved a programme designed to encourage such teaching, but decided to defer action until the Ministry's pamphlet had been published.

EDUCATION

Standing Sub-Committee.—A sub-committee has been set up with power to act on urgent educational matters arising between meetings of the full education committee and to consider other matters assigned to it. The latter, so far, include problems involving the promotion examination and the Local Government Examinations Board, the preparation of a model scheme of post-entry training, and, provided the N.E.C. agrees, the inauguration of correspondence courses for electricity students when it is known what qualifications are required by the British Electricity Authority. The sub-committee's business will be conducted largely at week-end meetings.

Area Secretaries' Meeting.—The education committee will ask the N.E.C. to approve the holding of an early meeting of area and district education committee secretaries, at the Association's expense, to further the education policy by the exchange of views, ideas, and experience.

Scholarships Scheme.—The scheme by which the Association offers fourteen £30 scholarships to encourage students to study public administration will, in future, be open to all and not, as in the past, restricted to those who had passed an examination appropriate to the local government service. The scholarships will be awarded to those submitting the best essays on one of a number of subjects to be announced.

Interim Electricity Scales will Benefit Many ex-Company Officers

INTERIM scales of salaries, agreed last month by the Electricity National Joint Council, will be of immediate advantage to thousands of the industry's clerical and administrative officers receiving between £135 and £760 a year, especially those formerly in "company" employ. Some will get increases of as much as £100 a year.

There is a general clerical scale and five higher salary "ranges."

GENERAL CLERICAL SCALE.

This covers the range of the local government General Division scale—from £135 at 16 to £385 at 32—though the increments differ.

Age	Men	Women	Age	Men	Women
16	£135	£108	25	£288	£230
17	£152	£122	26	£305	£244
18	£169	£135	27	£318	£254
19	£186	£149	28	£332	£266
20	£203	£162	29	£345	£276
21	£220	£176	30	£358	£286
22	£237	£190	31	£372	£298
23	£254	£203	32	£385	£308
24	£271	£217			

All officers whose present salaries are above the scale will have their rates and conditions preserved for the time being. This means that where an employee is already covered by the local government Charter or other recognised scale he will remain on it unless and until the salary for his age on the interim scale equals or exceeds the salary for his age on his present scale. At that point he will transfer to the new scale and receive the increments it provides.

Overtime.—Staff covered by the general clerical scale will be eligible for overtime payment on the following basis:

For each of the first ten hours of overtime in any week—payment at plain time rates (ascertained by dividing the normal weekly salary by 38);

For each hour of overtime in excess of ten in any week—payment at plain time rates plus 25 per cent.

Overtime of less than one hour on any day will not rank for payment.

An employee who continues on an existing scale because the salary is higher will be subject to the overtime provisions applying to that scale. The new provisions will, however, apply to all who are transferred to the interim scale because their present salary is lower.

HIGHER RANGES

There are five higher ranges:

A	£270—£450	D	£450—£600
B	£450—£550	E	£600—£760
C	£350—£450		

The ranges are defined as follows:

Grades A and B for staff engaged in legal, accounting, secretarial or other work comparable with that covered by a professional institute, whether qualified or not, and who do not hold a supervisory position; **Grade A** applying to those whose duties are those normally expected of such staff in their early years of service; and **Grade B** to those whose duties entail a substantial measure of individual initiative or responsibility.

Grades C, D, and E—for staff responsible for the administration of instructions and the supervision of organisation or who are in control of sections or departments.

No increments are prescribed because the scheme is an interim one, but staff are to be allocated to the appropriate ranges at stages separated by £20 intervals in grades A, B, and C; £25 in grade D; and £25 between £600 and £700 and £30 thereafter, in Grade E. No employee in Grade A or C is to receive less than he would have received had he been on the general clerical scale.

Women.—Since this is an interim scheme, no differentiation has been made for women in grades A to E; the matter remains unprejudiced for determination under the final scheme.

Employee's Option.—An employee is to have the option of either:

Remaining on his existing scale and conditions; or

Being transferred to the interim salary ranges, in which event his conditions will be those issued from time to time as a provisional measure by the British Electricity Board.

Application of Grades.—Differences arising from the provisional grading shall be discussed first by the union representative and appropriate officer of the board concerned and referred, failing a settlement, to the district council and, if necessary to the national joint council.

Outstanding Appeals.—An employee who has an appeal outstanding under para. 39 of the local government Charter will not be included in the interim scheme at this stage unless the salary offered under the interim scheme exceeds that specified in his appeal.

London "Weighting."—Scale and ranges are for provincial employees only. For those whose principal place of business is in the metropolitan police area there will be added a London "weighting" similar to that granted to local government officers—£10 between 16 and 20; £20 between 21 and 25; and £30 at 26 and over.

Date of Operation.—The above provisions apply from April 1 last, except where an employee has taken up his present duties subsequently, in which case the provisions apply from the date on which his present duties began.

Working Hours.—Normal hours of duty are to be—with effect from a date yet to be determined—38 a week, except for staff required

Seven More Gas Regions Adopt Scales

SINCE we announced last month the negotiation of satisfactory scales for gas staffs in the South Western region, seven more regions have adopted scales, with effect from March 1 last. Where women's scales have been agreed they are given. Where they are not mentioned they are in course of negotiation.

In the **Midland** region, where NALGO has seven of the twelve staff side seats, the regional council has adopted the national "rate for age" scale for men—to be known as General Division A—rising from £135 at 16 to £290 at 25 with automatic progression, for clerical officers, to Clerical Division B, £305 to £350, and for technical officers to Technical Division B, £305 to £380—both in the absence of an adverse report. Above these will be a Higher Clerical Division grade 1, £360 to £420, and grade 2, £425 to £475, and the local government Charter Administrative, Professional, and Technical grades, ranging from £390 in the lowest grade to £760 in the highest.

Undertakings already graded A1, A2 and B for manual workers' awards are to be classified A1 for staffs' awards and are to receive the above scales. Men in other undertakings will get £15 less.

In **Yorkshire (West Riding)**, where NALGO has six of the twelve staff side seats, the regional council has adopted six grades for men, to a maximum of £630. The first, grade A, is the national "rate for age" scale to £290 at 25, from where there is automatic progression, saving an adverse report, to grade B, £305 to £370 (201) —£370, where the responsibility is "somewhat greater" than in grade A, but where the work is still mainly of a routine nature.

The remaining grades are:

Grade C, calling for the exercise of initiative and the supervision of lower grades, £360 to £420.

Grade D, entailing important clerical and administrative work with control over groups of staff, and requiring special knowledge, £410 to £490.

Grade E, including duties involving the control of a major department and regular contact with the management, £480 to £580.

Grade F, requiring, in addition to the duties of Grade E, a special knowledge of a particular branch of the industry and a high level of experience and judgment, £580 to £630.

The figures given are for officers of undertakings classified A1. Such undertakings include: the **York** and **Harrogate** group of companies; those producing and selling one million therms or more a year; those selling one and a half million therms a year but buying 25 per cent. or more of their gas; and those selling two million therms a year but buying the whole of their gas.

to work flexible hours as a condition of employment.

Permanent Scales Unprejudiced.

Employees now enjoying higher scales than those of the interim scheme need have no fear that the new scales will become the permanent standards of the industry. Repeated assurance that they will not have been given to the staff side of the national council.

But the preparation of permanent scales is proving a long job, and the staff side has pressed for, and obtained, the new scales as an interim measure to correct the injustices and anomalies caused by the existence of many different rates of pay for the same jobs in the industry. The new scales will bring the lower paid more or less into line with the local government Charter.

Work is progressing on the compilation and negotiation of permanent scales, but it is unlikely to bear fruit for some time, since the national joint council is anxious that, as far as possible, such scales shall, unlike the local government Charter, be specific in their application, so that grading is not left entirely to the whim of boards or undertakings, or anyone else.

The new scheme is not intended to solve every difficulty which exists or every eventuality which may arise. Its application will, however, remove the major injustices, will treat the various classes of staff with reasonable equality, and will certainly mean an increase in pay to many members.

There will no doubt be difficulties here and there arising from its application, but with goodwill on both sides—and there is every evidence of its existence—these should be smoothly settled through the admirable conciliation machinery provided for the industry.

Officers of all other undertakings receive £15 less.

The **Southern** regional council, on which NALGO has only three representatives, though one is the leader of the staff side, has adopted what are, in effect, the first three of the West Riding grades, stopping at £420 with an efficiency bar at £290. To these have been added scales for women ranging from £108 at 16 to £234 at 25 in grade A, £244 to £296 in grade B, and £288 to £336 in grade C.

The figures relate only to officers of A1 undertakings; other officers get £15 less, if men, and £12 less, if women. Undertakings have been classified thus:

Category A1. Ascot, Ashford, Aylesbury, Barnet, Bexhill, Bognor, Bournemouth, Brighton, Broadstairs, Canterbury, Chertsey, Cowes, Deal and Walmer, Dover, Dunstable, Eastbourne, East Kent, East Surrey, Folkestone, Godalming, Gravesend and Milton, Guildford, Hampton Court, Hassocks and District, Hastings, Herne Bay, Isle of Thanet, Luton, Maidstone, Mid-Southern, Portsmouth and Gosport, Ramsgate, Reading, Rochester, Romford, Slough, Southampton, Swindon, Tring, Tunbridge Wells, Uxbridge, Watford and St. Albans, Westgate, Whitstable, Windsor, and Woking.

Category A2. Andover, Arundel, Basingstoke, Barking, Bexham, Chesham, Cranbrook, East Grinstead, East Wight, Faversham, Freshwater, Hawkhurst, Hayward Heath, Horley, Lewes, Mid-Kent, Newbury, Newhaven, Newport (I.W.), New Romney, Petersfield, and Selhurst, Princes Risborough, Romsey, Ryde (I.W.), Rye, Salisbury, Sheppey, Sittingbourne, Tenterden, Thame, Uckfield, Trowbridge, Uckfield, Wadhurst, Wallingford, Warminster, and Whitechurch.

The **South Wales** council, on which NALGO has four of twelve staff seats, has adopted two divisions—clerical, and administrative and technical—with a "no detriment" clause.

The clerical division comprises four grades: grade A, the national scale for both sexes with an efficiency bar; grade B, £305 to £360 for men and £244 to £288 for women; and grade C, £360 to £420 (201)—£410 and grade D, £420 to £465 for men only.

The administrative and technical division, entailing special knowledge of legal, accounting, statistical, engineering, or industrial matters, is subdivided into seven grades: E1, £305 to £380; E2, £390 to £435; E3, £420 to £465; E4, £450 to £495; E5, £480 to £525; E6, £520 to £560 (201)—£570; and E7, £550 to £610.

Officers getting these salaries are those of A1 undertakings—Bridgend, Cardiff, Llanelly, Newport, Pontypool, Rhymney, and Aber.

Officers of A2 undertakings, namely Aberdare, Aberystwyth, Brecon, Brynmawr and Blaenau, Cefnnewydd, Dowlais, Gower, Garw and Ogmore, Llantrisant, Llynfi, Monmouth, Pembroke, Rhondda, Tawe Valley, and Welshpool, get £15 less, or £12 less if women.

The Eastern regional council (NALGO has staff side seats) has adopted the national five-for-age scale for men, with an efficiency bar between it and higher grades now being negotiated, and has defined A1 undertakings as those whose annual gas make is 25 million cubic feet or more, and A2 undertakings as those making less.

The Northern regional council (NALGO has staff side seats) has adopted for men the national rate-for-age scale, extended to £350 at 29 A1 and to £335 in A2 undertakings, and the following additional scales for A1 undertakings: ss £15 at each step for A2 undertakings: grade B, £360, £375, £385; grade C, £400, £415, £430, £450; grade D, £465, £480, £500, £525; grade E, £540, £575, £600; and grade F, £630×30—£750.

The London regional council has added the following scales for women to those approved earlier for men and reported in June:

Grade A (for staff engaged on operations requiring a small measure of responsibility, working to a limited number of well-defined rules and whose tasks are mostly checked or closely supervised):

Age:	16	17	18	19	20
Wage:	£130	£145	£165	£180	£200

Age:	21	22	23	24	25
Wage:	£240	£250	£260	£270	£280

Grade B (for staff whose responsibility is greater than those on grade A but whose tasks are still mainly of a routine nature though requiring a greater measure of skill or training and may include checking the work of a small group of grade staff): £290×15—£315.

Grade C (for staff whose duties involve the dependent arrangement of work calling for initiative and a high degree of skill and training and may include the supervision of other than large or important section): £290, £305, £315, £330, and £350.

Grade D (for staffs whose duties involve more important clerical and minor administrative work with a measure of control over a sequence of jobs and groups of staff, including non-routine queries and work requiring special knowledge or individual responsibility without supervision): £350×£410.

B.E.A. to Take Over Staff Pension Schemes

THE Association's representatives have had discussions with SIR HENRY SELF, vice-chairman of the British Electricity Authority, and officials of the Ministry of Fuel and Power, on the draft Electricity (Pension Rights) Regulations, 1948, which will govern the pension rights of officers of the electricity service.

The regulations cover both transferred "company" and local government officers, but do not affect the right of an employee to elect to transfer to the pension scheme to be established by the B.E.A. and the area boards. That scheme, it is believed, will contain provisions for the officer's rights under his previous scheme to be taken into account in determining his rights under the new scheme should he elect to transfer to it.

Existing schemes—other than local government schemes—which are confined to employees transferable under the Act are to be taken over and continued by the electricity boards concerned, and employees may remain subject to them. Further, such schemes which are not entirely confined to employees taken over, but which have at least a few members, are to be split. The boards concerned are to provide corresponding rights for their employees, independently of the scheme, and are to receive a proportion of the assets held by trustees or managers. Pension schemes which had members fewer than 25 employees taken over are not to be split; nor are schemes under which benefits are provided by insurance policies. In such cases, employees will remain subject to those schemes.

Other persons will receive corresponding rights provided that they were contributory employees under the Local Government Superannuation Act, 1937, or local act contributors when:

Taken into the employment of an electricity board between August 13, 1947, and April 1, 1948; or

Transferred under the Act.

A person who, on April 1 this year, was receiving a superannuation allowance in respect of em-

ployment by the local authority, wholly or mainly in its capacity as an authorised undertaker, is also to be afforded corresponding rights by the boards.

The position of local government officers who have accepted appointments with area boards since April 1 this year will be decided by rules to be made by the Minister of Health under Section 2 of the Superannuation (Miscellaneous Provisions) Act, 1948, which empowers the Minister to make rules providing for payment of transfer values where officers leave pensionable local government employment to take up other pensionable employment. The Association has been informed that the appropriate rules will be made by the Minister towards the end of this year after discussing certain points with the local authority associations.

NALGO Christmas Cards on Sale Again

SINCE white Christmases, like broiling summers, now apparently exist only in memory, G. McVay, designer of NALGO's Christmas greetings cards, has, not unnaturally, rejected



snow, yule logs, and red-breasted robins in favour of more temperate scenes of English countryside and town. We reproduce above one of the cards he has designed for members' use this Christmas and now on sale for the Benevolent Fund.

There are three cards: "The Old Bridge of Dee, Braemar," reproduced here, "The English Lakes—Blea Tarn and the Langdale Pikes," and "Salisbury and its Cathedral. Printed in colour, which we cannot reproduce, and measuring 5½ inches by 4½ inches (roughly twice the dimensions of the reproduction above) they are being sold in sets of one dozen, containing four of each variety, at six shillings a set, including envelopes.

Members wishing to buy sets should ask their branch secretaries for order forms. Single cards as specimens may be obtained at 6d. each from NALGO, 1, York Gate, Regent's Park, N.W.1.

Rushcliffe Committee Wound Up

THE Rushcliffe nurses' salaries committee met for the last time on June 10. Its work will be carried on by the nurses' and midwives' functional council of the National Joint Council for Health Staffs.

Decisions reached at its last meeting included: **Student Nurses**—It agreed to increase of £15, with effect from July 5 last, for student and pupil assistant nurses, bringing the scale for such nurses to £70—£80—£90.

Housekeeping Sisters.—It approved an L.C.C. proposal to dissociate housekeeping sisters from ward sisters in the Rushcliffe scales and regrade them on special scales either as housekeepers or trained housekeepers.

T.B. Nursing Allowance.—It decided to extend the service allowance for nursing pulmonary tuberculosis, hitherto restricted to grades up to and including ward sisters, to all grades actively engaged in such nursing.

Smallpox Nursing.—It confirmed an earlier interpretation that a local authority should have discretion to grant additional allowances as circumstances justified to nurses called on during epidemics to nurse typhus fever and smallpox cases.

Nursing Orderlies.—It decided to inform local authorities that the Ministry of Pensions had agreed that service as a nursing orderly in its hospitals counted towards the two years' service qualifying an enrolled student assistant nurse to enrolment as an assistant nurse.

Part-time Pay.—It recommended that the part-time pay of qualified persons employed as school nurses or health or tuberculosis visitors be calculated on a "sessional" basis—a session being between three to four hours—and that the pay for each session should be:

For each of the first seven sessions—one eleventh of 11½ per cent. of the mean of the scale divided by 52.

For the successive sessions—the amount as calculated for earlier sessions without the addition of 12½ per cent. to the scale.

The effect of these recommendations is that the provincial health visitor, working regularly, will receive 15s. for each of the first seven sessions worked and 13s. 5d. for further sessions.

Long Service Increment.—It recommended that school nurses over 40 having served as health visitors—but without the certificate—for ten years or more should receive a long-service increment of £10 beyond the scale.

AT RANDOM

By "Hyperion"

Three Signs of the Times.

1. Sign on an exclusively-Hollywood cemetery: "If you're not buried here, you haven't lived."

2. In a U.S. Government machine shop in Washington: "Girls: If your sweater is too loose, watch out for the machines. If it is too tight, watch out for the machinists."

3. In West End bar: "No spivs served unless accompanied by drones."

Hint to Married Students.

A happily married college president concluded a graduation address as follows: "Gentlemen, many of you will marry. Let me entreat you to be kind to your wives. Be patient with them. When you are going out together, do not worry if your wife is not ready at the appointed time. Have a good book near by. Read it while you wait. And, gentlemen, I assure you that you will be astonished at the amount of information you will acquire."—Fred Russell in "I'll Try Anything Twice."

Brief Encounter.

That money talks

I'll not deny.

I heard it once.

It said, "Good-bye!"

Richard Armour.

Overheard.

"I'd no idea that Dan and Beersheba were places; I always thought they were husband and wife—like Sodom and Gomorra."

From the Horse's Mouth.

Texans claim to have originated the expression "horse sense," and they say it developed from the fact that horses don't bet on people. —The Wall Street Journal, New York.

Or Go Fishing?

Heard over the speaking-tube in Glasgow Electricity Department warehouse:

"Send down two four-wait lamps."

"What for?"

"No! Two."

"Two what?"

"No! Four."

"For what?"

"Yes."

Retort Discourteous.

"Darling, will you read to me while I sew?"

"No, dearest, you sew to me while I read."

Legs in Print.

Girls who were raised on cod liver oil have legs like this ! ! .

Girls who ride horses in the park have legs like this ().

But gals at night club bars who keep saying: "Here's how!" have legs like this) (.—Walter Winchell.

Homo Sapiens, 1948.

"A fellow has to be a contortionist to get by these days. First of all he's got to keep his back to the wall and his ear to the ground. He's expected to put his shoulder to the wheel, his nose to the grindstone, keep a level head, and both feet on the ground. And at the same time look for the silver lining with his head in the clouds."

HEALTH STAFFS' TEMPORARY STANDARDS

Ministry Notifies Associations of "Interim" Scales and Conditions

THE salaries and conditions that will apply to clerical and administrative workers in the national health service until new scales and standards are published by the functional council have been communicated to the staff side by the Ministry of Health.

NALGO and other associations on the staff side are formulating proposals for new standards for submission to the employers and, it is hoped, adoption by the functional council. In the meantime, the Ministry's provisions, summarised below, will apply to staffs of regional hospital boards, hospital management committees, executive councils, teaching hospitals, and such other bodies as dental estimates boards.

Officers already enjoying better salaries, holidays, or sick leave may, if they wish, remain subject to such better conditions provided that their salaries were not unreasonably increased after the introduction of the National Health Service Bill on March 19, 1946, or that such better conditions did not exceed those agreed by any recognised joint committee.

This concession does not, however, apply to travelling and subsistence, for which the Minister's scale of allowances will apply to all, irrespective of better conditions that might previously have been enjoyed. Further, officers exercising the option to retain old salaries and conditions will conform to the new standards on promotion.

"Need For Uniformity"

In presenting these interim scales, the Minister emphasises the need for uniform conditions throughout all clerical and administrative sections of the health service to encourage easy interchange of officers between them.

He points out that although the staffs of hospital management committees are formally in the employment of the regional hospital boards, the committees will select, appoint, and dismiss their own officers—other than senior medical and dental staffs—in the light of their own particular needs. Although no unnecessary appointments should be made, it is expected that the following senior officers will generally be required:

A secretary, to be the principal officer responsible for the administration of a group of hospitals and for the work of the committee and to be either medical or lay, but if medical, not to be engaged in clerical work except in continuance of existing duties;

An assistant secretary, to act either as general deputy to the secretary or as an administrator of an individual hospital or small sub-group of hospitals; and

Finance and supplies officers and an engineer.

Special considerations arise in the appointment of senior officers in mental hospitals and institutions and in sanatoria and fever hospitals. In the former, it is essential that a superintendent—normally a medical man—should be appointed to be chief officer of the hospital or institution. But where that hospital or institution is one of a group, the management committee may appoint a secretary for the general administration of the group, the superintendent retaining responsibility for his particular institution, assisted by a junior officer undertaking delegated duties. Should the institution have its own separate management committee, the medical superintendent might discharge clerical and administrative duties as chief officer, and the clerk-steward become secretary to the management committee and responsible, under the superintendent, for administration.

Similarly, in a sanatorium or fever hospital with its own management committee and a medical superintendent discharging clerical and administrative duties, it would be appropriate to appoint a non-medical secretary for the supervision of administration under the superintendent and for the work of the committee.

"Look to Existing Staffs First"

In filling all senior posts, committees are urged by the Minister first to consider officers already employed by hospitals within the management group. Further, in making appointments, neither hospital management committees nor regional boards should overlook the claims of the headquarters staffs of transferred local authority

hospital services, employees of hospital contributory schemes, and officers in the forces or on certain staffs of government departments.

The new scales and conditions are:

MANAGEMENT COMMITTEES

Senior Staffs' Salaries

The posts of secretary, finance officer, and supplies officer, are graded on the following points system:

For each separate hospital, etc., with 30 or more beds—1 point, to a maximum of 20;

For each 100 beds (or part of 100 exceeding 50) in institutions for the chronic sick, convalescent homes, tuberculosis sanatoria, isolation hospitals (including smallpox), mental hospitals and mental deficiency institutions—2 points; and

For each 100 beds (or part of 100 exceeding 50) in other hospitals (general, special, and maternity)—3 points.

The salaries vary according to the following scale:

Points	Secretary	Finance Officer, Supplies Officer
Up to 10	£580 × 25 = £830	£460 × 20 = £660
11-20	£680 × 25 = £930	£540 × 25 = £740
21-30	£770 × 30 = £1,070	£620 × 25 = £845
31-40	£930 × 30 = £1,230	£740 × 30 = £980
41-50	£1,070 × 35 = £1,420	£860 × 30 = £1,130
51-60	£1,250 × 50 = £1,600	£1,000 × 35 = £1,280
Over 60	£1,350 × 50 = £1,700	£1,080 × 35 = £1,360

* Where the unit of management is a single mental hospital or mental deficiency institution and another officer is designated as chief officer; or a tuberculosis sanatorium or fever hospital where the whole time medical superintendent discharges both clerical and administrative functions.

The post of engineer has not yet been graded but that of assistant secretary is graded on the basis of the number of beds in the hospital or hospitals for which he is directly responsible:

Beds	Salary
Up to 399	£450 × 15 = £495
400 to 499	£480 × 15 = £525
500 to 599	£520 × 15 = £570
600 to 699	£595 × 20 = £660
700 to 799	£635 × 25 = £710
800 or more	£710 × 25 = £910

Women will receive two-thirds of men's salaries given above.

Weighting for all employed in the London postal area is on a salary basis:

Salary	Weighting
Up to £700	.. £20
£701 to £800	.. £30
£801 to £1,000	.. £40
Over £1,000	.. £50

Where meals are provided on duty, the deduction from salary should be £20, and where board or other services are provided the deduction should equal the value of such services.

Junior Staffs' Salaries

The salaries of all other officers in England and Wales are those of the local government Charter, providing automatic progression for men from £135 at 16 to £385 at 32 in the General Division, £395 by £15 to £440 in the Clerical Division, £440 by £15 to £485 in the Higher Clerical Division, with proportionate rates for women; £315 by £15 to £360 for men and women in the Miscellaneous Division; and from £390 in grade 1 to £760 in grade 8 for men and women in the Administrative, Professional, and Technical Division.

To these scales, London weighting will be added for those employed in the London postal area as follows:

Age	Weighting
16 to 20	.. £10
21 to 25	.. £20
26 and over	.. £30

Conditions of Service

The general conditions of service for all follow the local government Charter fairly closely, the main deviations being:

Overtime—The salary beyond which overtime ceases to be payable, is £435 a year.

Extra duty allowance—Temporarily, and until further notice, an unpensionable extra duty allowance of 8 per cent. may be paid to officers

not eligible for overtime payments whose salary including London weighting, does not exceed £1,200 (£1,025 for women) provided that consistently work not less than 42 hours a week excluding lunch intervals.

Staff whose salary exceeds these limits may be paid an extra duty allowance up to the amount required to ensure that no one receives less salary and allowance than he would have received if his salary had not exceeded the limit. Such annuation contributions will not be payable on the extra duty allowance.

Travelling Expenses—These will be according to the following schedule to officers travelling on approved business:

The sum paid shall not exceed the amount disbursed by the officer.

First-class fares shall be payable to officers with salaries of £700 and over and third-class fares to other officers except when necessary travelling with a member of the employing authority or another officer who is entitled to travel first class. All shall take the furthest possible advantage of any available cheap fares.

Subject as provided in the next paragraph, taxi or cab fares shall not be paid if an adequate public service is available, but an officer using a taxi or cab shall be entitled to claim the amount he would have been paid had he travelled by such a service.

Taxi or cab fares shall be payable in case of urgency or in other cases in which transport is reasonably required and an adequate public service is not available.

An officer making an overnight journey by rail and engaging sleeping car accommodation may receive the cost but any subsistence allowance payable to him for that night shall be reduced by one-third.

If the officer uses his private motor vehicle in circumstances which involve a substantial saving in his time and are otherwise reasonable or where it is in the interests of the employing authority that the officer should use his private motor vehicle in preference to a public service, the following mileage allowance shall be payable: **Motor Cars**—6d. a mile for the first 2,880 miles in any year, and thereafter 3d. a mile.

Tri-cars—3d. a mile for all mileage covered. **Motor-Cycles**—(with or without side-car) 2½d. a mile.

Motor-assisted pedal cycles and vehicles of similar type—1½d. a mile.

If an officer uses a private motor vehicle in circumstances where travel by a public service vehicle would be appropriate, a mileage allowance of 1½d. a mile shall be payable, irrespective of the type of vehicle.

Where other officers or members of the employing authority are conveyed in the private vehicle on the business of the National Health Service, and where their fares by a public service would otherwise be payable under these regulations, an allowance of ½d. a mile for each passenger carried shall be payable.

Subsistence Allowances—Officers receiving £400 or more will get:

An allowance not exceeding 30s. in respect of each night when an officer is necessarily absent from his home or place of business on the business of the employing authority. The allowance shall be reduced to 25s. 6d. a night after the first seven nights at one place, in any case in which an officer is likely to spend more than 28 nights in one place shall be reported to the Minister, who shall fix a special rate in accordance with circumstances.

A night allowance shall be deemed to cover a single period of absence of 24 hours.

A day allowance in respect of duties involving a night's absence shall be payable at the rate of 3s. 6d. when an officer is necessarily absent from his home or place of business more than five hours but not more than eight hours, and at the rate of 8s. 4d. when absence exceeds eight hours.

The following rates will apply to officers receiving under £700 a year:

A night allowance of 24s. (18s. after the seven nights and up to a maximum of 28 nights in one place).

A day allowance of 2s. 6d. when an officer is necessarily absent from his home or place of business for more than five hours, but not more than eight hours and an allowance of 8s. 4d. when absence exceeds eight hours.

Annual leave—In addition to statutory

General national holidays, the following scale of leave will be granted:

	Working days
Seniors up to 21 years of age	12
General Division Officers over 21	15
Officers in the Clerical and Higher Clerical Divisions	18
Officers in the Miscellaneous Division and those in the Administrative, Professional and Technical Division whose salary does not exceed £510	18
Officers with salaries of £510 and less than £1,000	21
Officers with salaries of £1,000 or more	26

For the purpose of this paragraph, the annual leave period shall be from the April 1 to the next preceding March 31, and not less than two-thirds of the period of annual leave shall be taken during the months of May to September, inclusive, except by mutual arrangement.

New entrants to the service shall be entitled to annual leave proportionate to the completed

N.C.I. Students Above Average

Although half the candidates for the May Promotion Examination failed, two out of every three trained by the NALGO Correspondence Institute passed.

months of service during the year of entry, and thereafter on the normal scale, provided that leave shall be taken until an officer has completed six months' service.

Saturday shall be regarded as a full working day for the purpose of this regulation.

Expenses of Candidates for Appointment—Candidates whose qualifications have been subject to preliminary scrutiny before being summoned to interview may be allowed the full cost of third-class railway fare or bus fare from their ordinary place of residence or, in the case of candidates travelling on abroad, from the port of landing in this country, to the interview if the expenditure, calculated on this basis, exceeds 5s.

In no circumstances should subsistence allowances be paid to candidates for appointment.

Medical Examination—A medical examination will be necessary before appointment to the permanent staff.

Hours—Staffs will be encouraged to work a 38-hour week though the approved hours are 38, exclusive of lunch interval.

REGIONAL BOARDS

General conditions of service for all officers of regional hospital boards and the salaries of senior officers follow those laid down for hospital management committees.

Senior staffs' salaries are as follows:

Secretary—£1,400 × 50 — £1,700

Senior administrative medical officer—each region notified independently.

Regional psychiatrist—£1,600 × 50 — £1,750.

Deputy senior medical officer (appointment subject to the Minister's approval)—£1,550 × 50 — £1,750.

Assistant senior medical officer—£1,450 × 50 — £1,650.

Medical officer—£1,100 × 30 — £1,300 × 50 — £1,450.

Architect—£1,350 × 50 — £1,550.

Treasurer—£1,250 × 50 — £1,500.

Legal adviser—£1,000 × 30 — £1,090 × 45 — £1,350.

Assistant secretary—£950 × 30 — £1,100.

Assistant treasurer—£800 × 30 — £950.

For those living in the London postal area there is a weighting of £40 on salaries between £800 and £1,000 and £50 on salaries over £1,000.

EXECUTIVE COUNCILS

General conditions of service of all staffs of executive councils follow those laid down for hospital management committees. Salaries of officers, save the clerks to such councils, follow the local government Charter, with weighting as for staffs of hospital management committees.

Salaries of male clerks to the councils vary, according to population, from a maximum of £75 where the population is from 50,000 to £100 to a maximum of £1,325 where it is over three million. Where it is under 50,000, the council will settle the salary.

IN SCOTLAND

Scales and conditions of health staffs in Scotland are reported on page 188.

More Than 100 Students at Association's Most Successful Summer School

"I REGARD local self-government as the first and main bulwark of democracy in Britain, and I pledge myself and all my colleagues in the Ministry of Education, as well as my friends in other departments, to do all we can to make it more of a reality five years from now than it is to-day."

It was on this note of inspiring promise that Sir John Maud, Permanent Secretary to the Ministry of Education, opened, at Oriel College, Oxford, on July 3, the most successful summer school NALGO has yet held. More than 100 students—the greatest number ever to attend any of the Association's many summer schools—heard and discussed at length lectures on such diverse subjects as social medicine, future trends in public administration and local government, the work of the Local Government Boundary Commission, and the social services, while students had the opportunity of a lively "free for all" on the promotion examination with D. N. CHESTER, who is a member of the Examinations Board.

The wide range of lecture subjects was a major factor in the school's success, for all tastes were catered for—and all tastes were present at the school, from juniors who had won scholarships to seniors like the borough treasurer of Ealing, who was mistaken for Sir John Maud!

The lectures, given by Dr. J. SYKES, Professor of Economics, University College, Exeter; Dr. FRED GRUNDY, medical officer, Luton; A. F. GREENWOOD, assistant secretary, Local Government Boundary Commission; and RICHARD CLEMENTS, general secretary, London Council of Social Service, were of the highest standard, and offered considerable food for thought for the general student; while those students concentrating on particular specialist examinations found their outlook on local government was considerably broadened.

The success of the lectures was demonstrated by the lively discussions which followed each and by the high proportion of students who took part in them.

Every effort was made to provide the university atmosphere. Dinners in hall were a memorable experience; each student had the use of a large sitting-room and a separate bedroom in the college with a "scout" to provide shaving water, clean shoes, and so on; and the meals

provided from the college kitchens were up to the best hotel standards.

Work—or study—was not the only activity, however. Unfortunately, the first social event—a river trip—had to be cancelled because of heavy rain, though this did not deter A. J. DAY, the Oxford branch secretary, and A. L. PEACOCK, "NALGO's friend," from conducting parties around the colleges.

Other events during the week included two tours of the Cotswolds by motor coach; a visit to the Bodleian Library and to Magdalen College Tower; a tennis tournament (the cup was won by J. H. OLDFHAM, of Hyde) and a cricket match with the Oxford branch. At a farewell party on the last evening, students themselves provided three hours' non-stop entertainment.

Headquarters officers found their task easy, because each student played his or her part in the activities. A students' committee was formed, and many expressed appreciation of the lead taken by T. E. SMITH, secretary, West Midland area education committee, in organising indoor events—even to the extent of providing "props" for "I want to be an actor."

The last day was almost a "free" day, for there was only the discussion on the Sir William S. Douglas prize essay which was won by R. J. ARUNDEL, Ealing. Attendance at this—as with all lectures—was voluntary, but enthusiasm still ran high, for more than half the students attended and discussed "off the record" problems of local government for nearly two hours.

Fifty-seven students had won scholarships or had received financial assistance to attend the school from branches, area, or district committees. The remaining 53 attended at their own expense.

A full report of the lectures and discussions will be circulated later to all students and others interested. If any students wish to buy a copy of the summer school photograph (5s. 6d. post free—sent C.O.D.) they should write to Headquarters before the end of this month.

The education committee of NALGO's National Executive Council plans to hold two summer schools in England next year—one at Oriel College from July 2 to 9, and another at Cambridge at a date yet to be settled—and is investigating the possibility of holding a third on the Continent.

EDUCATION NOTES

Hopes of International Exchanges Next Year

TO further the Association's policy of enabling officers to work and spend holidays abroad as guests of their colleagues in other countries, it is hoped to begin group exchanges next year to Germany and Austria and, possibly, to Holland. Branches wishing to make up parties and able later to make arrangements for the accommodation and entertainment of foreign officers are asked to write at once to NALGO, 1, York Gate, Regent's Park, N.W.1.

N.C.I. Looks Back—

THE value of the tuition given by the NALGO Correspondence Institute is emphasised by the success of its students in the promotion examination, as reported elsewhere on this page, and other recent examinations.

For example:

Three out of every four candidates passing the weights and measures examination, in the Spring, were N.C.I. trained.

N.C.I. students gained the first, second, and third places, with honours, the Association's prize, and the special prize in valuation for rating, in the final grade of the I.A.R.V.O. examinations, and the second prize with honours in the intermediate grade.

—and Forward

NOTWITHSTANDING its fine achievements, the Institute's methods and charges are soon to be overhauled by a newly appointed sub-committee of the N.E.C.'s education committee, to ensure that its service to members shall be as full and efficient in the future as in the past.

Dr. F. SMITH, N.C.I., director of studies for the promotion examination, will mark the test papers of N. C. I. students for that examination next year and will invite them to submit answers to five of the 1948 questions each week for special criticism.

Metropolitan Week-End Courses

QUICK off the mark with its programme of autumn studies, the Metropolitan area has arranged three eight-course lectures on "Town and Country Planning," "Practice of Administration" and "Local Government," with special reference to recent legislation. The lectures will be given at week-ends during this and next month at the area's education centre, the town hall, Holborn, beginning on September 18. Each course will take two week-ends and will require a fee of ten shillings from enrolling students. Full details may be had from A. E. ODELL, 28, Felstead Road, Wansted, E.11.

Metropolitan area branches will soon be getting information about the Students' Society, of which A. L. HARRIS, Ealing, has been appointed honorary secretary, and about a course in public speaking.

Outstanding Schools Season

A PROMISING week-end school arranged by the Monmouthshire county branch for September 24 to 26 at the Institute of Agriculture, Usk, will conclude a fine series of successful schools organised by districts, area committees, and branches throughout the summer. The programme will include a tour of the Institute, a film show, and lectures by D. TAPPER-JONES, city clerk, Cardiff; Dr. A. H. MARSHALL, city treasurer, Coventry; H. R. G. GRAVES, the London School of Economics; Professor BRINLEY THOMAS, University of Wales, and Miss P. DOYLE.

Among this year's successful schools have been those organised by the Metropolitan area at Ashridge, the North Western area at a Blackpool holiday camp, and the Yorkshire area at NALGO's Cayton Bay holiday centre.

READERS' FORUM.

A Reader Advises Students on Promotion Problems

HOLIDAYS are over for most of us, and the keen young local government officer will be thinking about his future. If he is in the General Division, he will want to get out of it—but to do so he must first either pass the promotion examination or secure a recognised alternative qualification.

So far, only the "finals" of other examinations have been recognised as alternatives. NALGO is seeking to help students by persuading the Local Government Examinations Board to accept some intermediates as alternatives and by asking professional bodies to remodel their syllabuses to make them acceptable to the Board.

Meantime, my advice to the ambitious officer is, first, to ascertain the policy of his employing authority—some have decided to accept intermediate examinations as qualifications for promotion, others not to operate the promotion bar for some years or in respect of officers in their employ before April 1 last, and yet others to interpret the provision strictly as soon as practicable—and, second, to talk things over with his branch education secretary and chief officer. He must decide two things:

Whether he likes the work of his own department or would prefer to be in another; and Whether he is prepared to win promotion by transfer from one authority to another.

If he is sufficiently ambitious to uproot himself by transfer he can, to some extent, ignore the local situation, since he may then gain promotion from the General Division without taking the promotion examination. But if he prefers to stay put, how can he best get on? That will depend on whether he is doing work for which there is an appropriate professional qualification—like the I.M.T.A. for finance work. If he is, he should go all out for that examination, even if his promotion from the General Division is delayed until he qualifies, for he will almost certainly be compensated by the higher post he will achieve on gaining his fellowship. Alternatively, if he is newly recruited to the service and has a year or so to spare before beginning professional study, he might with advantage take the promotion examination as a useful introduction to further study. If, however, there is no particularly appropriate qualification for him, he must choose between the Diploma in Public Administration, the examinations of the Chartered or Certified Secretaries, the promotion examination, or some other qualification. With hard work, he might attempt the promotion examination within 12 months, whereas the others would take him at least two years, though there is little doubt that, for some time to come, the latter will carry more weight.

One solution would be to work for the promotion examination as an introduction to the D.P.A.—a feasible course if the subjects are chosen carefully. For example, the student could take English, local and central government, economics, and social and political theory in the promotion examination, and by so doing cover part 1 of the D.P.A. In such a manner, the keen student might manage the promotion examination next May and the first part of the D.P.A. a few months later.

The Chartered Institute of Secretaries provides a useful qualification, but the examination in local government administration of the Corporation of Certified Secretaries seems more appropriate to local government.

To sum up, the keen officer who intends to specialise should start work now and forget the promotion examination, whereas the officer wishing to get out of the General Division as soon as he can, regardless of other considerations, should concentrate on the promotion examination and be prepared to work hard.

"SOCRATES II."

I would ask "Cosmos," who wrote in the June journal, if he is able to suggest an alternative means of assessing technical knowledge. I admit the disadvantages of the examination, but it does search out a person's knowledge of his job and provide a certificate to testify to that knowledge.

As "Cosmos" stated, to qualify, a man must spend a "good deal of his own time and money in study." He will, I hope, agree that such efforts must be rewarded. I would go further and say that they must be encouraged. Officers who

Letters for the October journal must reach the Editor, 1 York Gate, Regent's Park, London, N.W 1, by September 15.

make no effort to improve their ability and value to the service cannot expect to reap benefits other than those due to long service.

Ours is still a competitive world and the examination bar should be looked on as a challenge—a hurdle to be cleared along with other obstacles in life. And let us remember, many have found hurdles by no means so formidable when they have summoned the courage to try them.

"APTUS."

"Board's Bitter Blow"

FOR us who are striving to obtain a professional qualification, the decision of the Examinations Board that we must pass the final examination before qualifying for promotion from the General Division is a bitter blow.

Thousands who served for five or six years during the war are now expected to work for up to three years to get out of the General Division or switch our studies to the promotion examination. We maintain that an intermediate certificate should be regarded as sufficient, at least for promotion to the Clerical and Higher Clerical divisions.

York branch.

B. D. THOMAS.

THE NALGO EXAMINATION Certificates Still Recognised.

I WAS astonished to see a casual note in the June journal that the NALGO examination was to be discontinued "now that the promotion examination has been approved."

Before the war, I wanted to take a professional examination suitable for members of the clerk's department of a local authority. The choice seemed to lie between the Chartered Institute of Secretaries and the NALGO examination, and although, at the time, I was dubious about the standing and weight of the latter, I was swayed by loyalty to the Association and decided to take it, passing both intermediate and final.

Am I now expected to take another and more permanent examination to safeguard myself when I apply for a new position?

37, Water Rise, V. J. BEAUCHAMP.
Wallington, Surrey.

No officer who has passed the NALGO examination will be prejudiced. The Poor Law Examinations Board has ceased to exist, but its certificates are still recognised, and the same will apply to those of the NALGO examination.

HEALTH BOARDS' POWERS

"Local Authorities Not So Trusted"

A NOTE headed "Sauce for the Gander," and an article, "Central Control of Local Authorities," both appearing in *Public Administration*, VOL. XXVI, No. 2, merit the attention of students of local government.

They state that regional hospital boards are authorised "to undertake, without the consent of the Minister, any building or civil engineering works, the estimated cost of which does not exceed £10,000. Hospital management committees are given similar powers up to a limit of £1,000 without reference to the regional hospital board."

Contrasting these and other facts with examples of the detailed control to which local authorities are subject, the writer remarks: "Yet local authorities, which are directly elected by the voters, . . . and possess technical staffs whose competence will stand comparison with those of any

department or other public authority, are not trusted with financial powers, nor is their day-day administration their own responsibility."

Perhaps the new N.E.C. will deliberate on this issue.

79, Binend Road,
Nitshill, Glasgow.

J. S. COVENTRY.

PHILOSOPHY OF WAGE CLAIMS "If All Get More, None Benefit"

IT is true, as "Non-Beefer" said in June, that the subject of most of the letters to "Reader's Forum" is Money, Money, Money!

Paradoxically, we make all our own troubles the greater the effort to secure equality, the more numerous the anomalies. Meetings and conferences of one sort or another are held throughout the country every day of the week to emphasise to the community—in other words, to ourselves—the importance of the particular duties which we perform and to clamour for "proper recognition of our just dues and demands." But everyone had an increase in his wage, none would be better off. To those who believe in equality commend the words of Goethe—a countryman Marx—that: "the most envious man in the world is he who regards all others as his equal."

In practice, an individual is worth just as much as he can get or as much as he needs and, Goethe is right, I cannot believe that those who say they believe in equality really mean it. In any case, whilst their conscious motive may be beyond suspicion and perfectly altruistic, the sub-conscious motive is one of self-interest. They may wish that this were not so, but the theological opinion is agreed that nothing can be done about it. There cannot be equality as long as man is both competitive and co-operative, and those who would have it otherwise had better try the experiment on more primitive creatures and go back to the inter-tidal scum of fast as fins, flappers, or plain prehensile bellies which will carry them.

F. C. MARRIOTT.

Nottingham gas department.

THE WORKING WEEK "We Work 43 Hours"

I HAVE heard so much rot talked about the 38-hour week being worked by local government officers that I feel compelled to point out that, taking the popular standard of measurement for office workers, we work a 43-hour week. In my experience, officers are on duty during the luncheon period and do a great deal of overtime. The L.C.C. staff's 41-hour week, the civil service 42-hour week (at present 45½ hours with an extra 8 per cent. of salary to compensate for the additional hours), and commercial firms' 5-day week of 40 hours, all include luncheon periods.

Where is the local government officer favoured? The N.E.C., rather than resting on not-so-wonderful achievements, should be striving to raise his standards at least to those mentioned. The fact that the local government officer should be selected for exposure to public criticism seems to show a lack of skill in presenting his case, often wonder whether I have joined a union or a social club.

Bromley.

"CLOCKWATCHER."

TRANSFER OF JUNIORS Developing Personality

I SUGGEST that the advantages of the inter-departmental transfer of junior clerks would not be confined to their obtaining a wider vocational knowledge. Equally important would be the fuller development of their personal qualities by coming under the influence of several departmental heads. Continued service under one chief tends to implant his mental attitude and method of approach to problems on an impressionable junior. It is necessary to avoid a narrow moulding of mental outlook if juniors are to have adventurous and pliable minds in the future.

Further, such transfers would permit of junior's ability being assessed by more than one executive—a valuable safeguard to the superior officer and a useful cross check for the employing authority.

LESLIE N. BROOK.

136, Ashley Down Road,
Bristol, 7.

"A Hurdle to be Cleared"

HOW the principle of examination before promotion has stirred up the passions! Frantic efforts are now being made to sweep away this "injustice" in the Charter, ignoring the fact that, at present, promotion by examination is the only possible course.

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(Last examination under present syllabus in May 1949)

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(Next examination in June 1949)

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(Examination in April 1949)

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"Thank you and your very able Director of Studies. The test questions and the encouragement I have received month by month built up my confidence."
(Examinations held at short intervals)

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"Thank you for your excellent course. Please convey my sincere thanks to the tutors, without whose help I could never have passed this examination."
(Examinations in March, July, December 1949)

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A NALGO DIARY

By "ABINGDON"

Aid for the P.A.O.: 12,000 Miles With a New Idea: Two N.E.C. Resignations

HOW much a branch can do, when national efforts have failed, to mitigate hardships on individual officers has just been strikingly illustrated at **Croydon**. Finding that, although all save three of the Council's former public assistance staff who were not absorbed had succeeded in their applications for appointments with the Assistance Board, most had been offered lower salaries and had had to face higher travelling expenses, the branch brought their plight to the notice of the Council's establishment committee. It put the case so successfully that the Committee—

Asked the Council to make a strong protest to the Civil Service Commissioners at the procedure adopted in taking over assistance officers and the lack of consideration shown them;

Agreed to make up, for twelve months, any difference between an officer's new salary from the Assistance Board and his former salary from the corporation, and to pay any difference in his cost of travel to work; and

Promised, during those twelve months, to give preference, should a suitable vacancy arise, to any officers who were worse off with the Assistance Board and wished to return to the Council's service, and to preserve their superannuation rights.

The Council has approved this action, and sent its protest to the Civil Service Commissioners. And the officers have the guarantee that they will be no worse off than they were before.

Advice for New Zealand

IT is not often that a man, however distinguished, is invited to cross the world to uphold his ideas. That signal honour has fallen on **J. L. DAVIES**, engineer and surveyor to **Leatherhead U.D.C.**, who has been asked to give evidence to a Royal Commission appointed by the New Zealand Government on the utilization of sewage by composting it with garbage.

Mr. Davies, who is president of **Leatherhead** branch of **NALGO**, is a pioneer in this method of sewage disposal, and has introduced and worked it successfully at **Leatherhead**. New Zealand is interested because of the menace of soil erosion; it wants to convert the sewage and house refuse of **Auckland** into fertiliser and return it to the land.

Eight Weeks on the N.E.C.

IT must be a unique event in the Association's history for two members to resign from the National Executive Council within a couple of months of their election to it for the first time. That is what has happened to **J. G. JESTER** and **F. N. NUNN**, elected this year by **West Midland** and **Southern** districts respectively. Both are now in the service of the National Assistance Board and are thus no longer eligible for membership of **NALGO**. They will be sadly missed by their districts, which are now electing other representatives to fill the vacancies.

Tom Kershaw

METROPOLITAN members will regret as much as **London Electricity Board** members will welcome the translation of **TOM KERSHAW** from the Association's service to become staff officer (administrative staff) to the **Electricity Board**. After ten years of voluntary work for **NALGO** on the executive of **Manchester** branch, he joined the staff in 1932 for special service to the **London County Council** branch, later becoming metropolitan district officer. Since then the staff of the district office has increased from one typist to three assistant district officers and four typists—and before he resigned, Mr. Kershaw was a member of the staff sides of the **National Joint Council** for local government and gas staffs and secretary of the four district joint councils of the **London** area. The sentiments of those he served are well summed up in a resolution passed by the **N.E.C.** on May 22: "That this Council expresses its admiration and thanks to Mr. Kershaw for his very able conduct of negotiations, for his hard work in recruitment in all fields covered by Association membership, and for the devotion to duty which

he has shown at all times; regrets very much indeed the loss of his services; and wishes him every happiness in his new sphere."

The Thousandth Branch

WHEN the **Dumfriesshire and Kirkcubrightshire** electricity branch was formed on July 23, the Association already had 999 live and lusty branches on its register. Thus that branch can claim to be called "**NALGO's Thousandth**."

This Local Government!



"The town clerk and the vendor's solicitor agreed on a fair figure"—for which 5s. goes to **S. HIGSON**, Belper, Derbyshire.

It was off to a flying start with a membership of 50, representing more than half of those eligible.

Sickness Claims

MEMBERS of the **NALGO Provident Society**, submitting medical certificates (whether first, intermediate or final) to the **National Insurance Office**, should enclose a note requesting that an extract copy of the certificate be sent either direct to the Society, 1, York Gate, Regent's Park, N.W.1, or to the member (for subsequent despatch to the Society). Care should be taken to see that the Society membership number is stated in the note so that it may appear on the extract copy. Members falling sick should immediately complete and send in the Society's official "On" Funds form with their passbook, and, on recovery, should at once send the "Off" Funds form.

Is It Painful?

THE first copy of a member's medical certificate to reach the **NALGO Provident Society** from the **National Insurance Office** gave the disease from which the member was suffering as "**NALGO**!"

Cheer Up, England!

"IN dismissing **Cearnarvon NALGO** for three runs, the **Portmadoc Cricket Club** must have run near a record on June 19. The opening batsmen having scored two and one respectively, the rest submitted to a bowler whose analysis read: Overs 5.5, maidens 5, runs 1, wickets 8."—Letter to "**The Times**."

Among the Outposts

MEMBERS who perhaps find it tiresome to attend a meeting in another part of the town hall will, I fancy, be the first to applaud members of **No. 5 Area of the Cornwall Electric Power Company** branch. Scattered throughout

the county, these members may have to cover 10 miles between them, over such wild country as **Bodmin Moor**, before they can meet to discuss current problems or enjoy a social evening together. On such enthusiasm the **NALGO** spirit thrives.

An echo of the same spirit sounds from the **Scilly Isles**, where the deputy clerk, realising that a staff of four—two of them "peripatetic"—cannot form a permanent branch, wishes to become an "overseas" member of the **Penzance** branch.

Best Post-War Magazines

AT the Conference meeting of branch magazine editors, prizes for the best printed and duplicated branch magazines whose publication had been started or revived since the war were awarded to:

Printed Magazines.—*Current News*, **Northampton** (joint editors: **D. R. J. BOXALL** and **H. C. COLLINSON**), £10; and *The Wheel*, **Wallsend** (**A. W. MICKLEWRIGHT**), £5.

Duplicated Magazines.—*Quid Nunc*, **Barnet** (**C. CASTLE**), £5; and *Magazine*, **East Ham** (**L. C. TURNER**), £3.

Subscription Concessions.

DETAILS of subscription concessions to members on courses of training or sick leave authorised by Conference in June, have now been sent to branches. They reduce the monthly subscription of a member granted unpaid leave on absence to take a course of training to sixpence and of a member on sick leave with half pay less to an amount, not less than sixpence, based on the total salary actually received.

For September Holidays

THERE are still a few vacancies in most types of accommodation at both **Cayton** and **Croyde** holiday centres. Members interested should apply at once to Headquarters.

Nalگو Diary, 1949

HAVE you ordered your **NALGO Diary** for 1949? If not, see your branch secretary at once. The price for both ordinary and special ticket type is 2s. 9d.

"L.G.S." Index

COPIES of the printed index to volume XX of "**Local Government Service**" (1946-47) are now available from Headquarters.

Congratulations to:

MISS D. TAYLOR, cookery demonstrator at **Wattford**, who has won the **Caroline Haslett Travelling Exhibition** award, open to electrical demonstrators in the country. The award is tenable in Canada, where Miss Taylor will spend three months, lecturing, demonstrating and broadcasting. She is a member of the local branch executive committee.

STEPHEN BRETTON, cashier in the borough treasurer's department, **Torquay**, who has retired after 51 years' service. He was a founder member of the branch.

Obituary

WE regret to record the deaths of: **ARTHUR CLARKE**, for many years honorary treasurer of the **Newport, Mon.**, branch and for the past two years honorary treasurer of the **South Wales** district committee and a member of its executive; and **GLYN CLARK LEWIS**, member of the medical officer's staff, **Glamorgan** county, and assistant honorary treasurer of the branch for 15 years.

Mr. H. R. JONES, **N.E.C.**, wishes to express appreciation of the many kind messages of sympathy sent to him on the recent death of his wife.

House Exchange

Boston, Lines—Semi-det., mod. house, for house exchange Bedford district.—**Bottoft**, "Mirage" Tytton Lane East, Boston.
Cambridge—5-roomed bungalow for house, **Marlborough**.
I. of E.—Webb, 37, Shirley Road, Histon, Cambridge.
Erdington, B'ham—Semi-det., mod., 3 bed., house w/ garage, for similar in or near **Hemel Hempstead**.
Asher, 22, Chestnut Drive, Birmingham, 24.
Newcastle-on-Tyne—House, for similar **Aberdeen** district.—**Blacklock**, 6, Tenter Garth, Throckley, Newcastle-on-Tyne.
South Bank, N. Yorks.—Semi-det., mod., 3 bed. house for similar **Scarborough**.—**O Loughlin**, 25, Westborough Grove, South Bank.
Manchester—Large, semi-det., house for house country cottage, **Portsmouth** district.—**Parkin**, Editor, L.G.S., 1, York Gate, Regent's Park, N.W.

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MY BOOKSHELF

By EDWARD KAY

More on Planning, New Legislation, and Administrative Principles

WHILE I hesitate to tell publishers how to improve their methods I cannot help feeling that they as well as their readers would gain from some prior consultation before issuing seven books on the same topical subject. That is the tally, so far as I have kept up with it, of books about the Town and Country Planning Act. True, the books are not identical in scope or price, but they nevertheless confront the prospective purchaser with an embarrassing choice and the reviewer with a delicate task in trying to advise him. Shaw's *Restatement of the Town and Country Planning Act*, by NEVILLE HOBSON and PETER DOW (Shaw and Sons, 15s.) is the latest to reach me. It is admirably set out, with skilful use of heavy type to make it a convenient book of reference, and many of the complex provisions of the Act are paraphrased in words which are lucid and even rainy.

Local Government Law

IT looks as though we are to have a similar flood of books about the Local Government Act, 1948. The Act calls, indeed, for full examination, for it provides a new type of financial relationship between central and local government, transfers valuation to the Inland Revenue, offers a new basis for paying councillors' expenses, and widens the powers of local authorities to engage in entertainment and public relations. In *The Local Government Act, 1948*, by S. SEUFFERT (Eyre and Spottiswoode, 9s. 6d.) the Act is reprinted in full, with a 33-page introduction, and a 13-page index by GEORGE H. C. VAUGHAN. Shaw's *Guide to the Act* by F. H. GLADWIN (Shaw and Sons, 15s.) is in the form of a paraphrase, section by section, with some explanatory notes.

To compress the whole law of local government into 200 pages is an achievement which justifies the title of *Local Government Law in a Nutshell* (by RALPH MILLNER; second edition by WALTER MONTAGUE LEVITT. Sweet and Maxwell, 7s. 6d.). It is, of course, no more than an outline, but will be convenient for students who want a last-minute refresher, and is sufficiently up to date to summarise some of the provisions of the 1948 Act.

Leviathan Hooked?

ONE of the least controversial of recent reforms was the Crown Proceedings Act, 1947, which greatly strengthened the position of an ordinary citizen (or must I say "subject"?) who is involved in legal proceedings with the Crown. GLANVILLE L. WILLIAMS, in *Crown Proceedings* (Stevens, 12s. 6d.) offers a workmanlike summary for lawyers and students of the Act and its implications. Author and publisher deserve high marks for the speed with which it has been produced.

Hospitals—As They Were

AN account of the British hospital system as it was before July 5 is not so antiquarian as it might seem. *A Study of Hospital Administration* by FRANK HART and A. J. WALDEGRAVE (Stevens and Sons, 15s.) embodies principles likely to endure whatever the controlling authority. Should the immediate management of a hospital be in lay or medical hands? How far should the directing committee intervene in details, and especially in staff control? What records are necessary, what accounts and statistics? These basic problems will remain. The book is published under the auspices of the Institute of Public Administration.

How To Do It

HOW many of us, even in this technological civilisation, still cannot mend a fuse, rewire an electric iron, or renew a tap washer? Educational Publicity, well known to NALGO branches by their admirable charts on local government, have issued two 1s. booklets, *Water in Your Home* and *Electricity in Your Home*, which enlighten our ignorance. In gay and amusing drawings and well-chosen words, they explain the principles on which these indispensable servants work, and how to control them, telling the householder what to do in words even his wife will understand.

Fuel and the Future

MEANS of economising fuel are "hot" news to-day—and will be still more so in a month or two—and householders as well as architects and engineers will welcome the many valuable sug-

gestions in *Fuel and the Future* (H.M. STATIONERY OFFICE, 3s. 6d.) reporting a Ministry of Fuel and Power conference on the subject. Better appliances, improved architectural lay-out to avoid the waste of heat, and their likely cost, are among the topics covered, together with a section on district heating. The book contains so much interesting material that one pleads for a popular digest.

Why Read History?

THE many readers who have admired K. B. SMELLIE's studies in local government and allied topics will look with interest into his essay in a new field—*Why We Read History* (Paul Elek, 5s.)—an heroic attempt to show how a study of the past may help us with current problems. Mr. Smellie's style has a rotundity and allusiveness which I find attractive: his obiter dicta are often provocative, and he is skilled in the ingenious use of apt quotation. On the whole, the book makes easy and pleasant reading, and even the tougher

SCOTTISH NOTES

Preparing for Conference: Two Electricity Councils: Hospital Boards' Pay

ARRANGEMENTS are already well advanced for the Association's next annual conference which, as Scottish readers will recall with satisfaction, will be held at Aberdeen.

Representatives of the city, county, and neighbouring branches, have formed a Conference committee and are now busy with preparations. The district committee invites all branches to support them by contributing to the local expenses, estimated at some £500.

Sick Pay Deductions.—The last meeting of the Joint Industrial Council decided that, as from July 5 last, the provisions of the Scottish Charter should be amended to provide that the full benefit to which an officer is entitled—including dependants' allowances—in respect of sickness or injury under the National Insurance Act, 1946, and the National Insurance (Industrial Injuries) Act, 1946, shall be deducted from any sick pay due to him.

A Claim Conceded.—The J.I.C. appeals committee has conceded NALGO's claim that the pier staff of Dunoon town council should be graded within the Scottish Charter, though the normal hours of such staff are to be 44 a week.

Disputes have been reported under the Conditions of Employment and National Arbitration Order against Lanark burgh, Arbroath library committee, and Greenock harbour trust. In the last case proposals were made by the Association, after consultation, but rejected by the trust, which thereupon made unacceptable counter-proposals for salaries less favourable than those received under the Charter or applied by other harbour trusts in Scotland.

Nurses' Salaries.—At the final meeting of the nurses' salaries committee the scales for student nurses were improved by £15 a year.

Health Staffs' Joint Committee.—In consequence of the transfer of health services to the State, the functions of the health staffs' joint committee affecting the local government service will be transferred to the Joint Industrial Council.

Two Electricity Councils Formed.—The district joint councils for South-East Scotland and the North of Scotland Hydro-Electricity Board have now been formed with two NALGO men—A. ROBERTSON, Edinburgh, and J. F. CARTER, Perth, respectively—as their vice-chairmen and the NALGO district officer as their staff side secretary.

The formation of the council for South-West Scotland has been held up by the breakdown of negotiations with the Clerical and Administrative Workers' Union, which, though accepting proof of NALGO's majority membership in the area, claims that no one union should hold the principal staff side appointments. Such a deviation from established trade union practice is unacceptable to the NALGO representatives, and the matter has been referred to Headquarters.

Summer School.—The Scottish school, due to begin at St. Andrews on the day after LOCAL

parts are well worth the trouble involved in grasping them.

Food Inspection

A HANDY textbook for candidates for the Royal Sanitary Institute and other examinations is A. H. WALKER'S *Meat and Food Inspectors' Examinations* (Sanitary Publishing Company, 12s. 6d.). Mr. Walker's experience as a tutor for the NALGO correspondence institute as well as in his profession enables him to see problems both as they strike a student and a practical man.

The Broader Principles

THOUGH a slightly precious style may discourage readers of RICHARD WARNER'S *Principles of Public Administration* (Pitman, 15s.), they should persevere, for it contains much sound sense, rather queerly expressed. Paragraphs are numbered on the Dewey decimal system and the material is set out in textbook style, somewhat dogmatically, though the book is not a statement of accepted facts so much as a series of argued propositions. The arguments deserve friendly examination, for many are new; all are relevant to the working conditions in public offices to-day and their study can help to make our work more expeditious and effective.

GOVERNMENT SERVICE went to press, promised to be the most successful and best attended ever held in Scotland. We shall be saying more about it next month.

Health Staffs' Interim Standards

The salaries of senior officers of the five Scottish regional hospital boards have been fixed between £1,750 and £2,500 for senior administrative medical officers; £1,200 and £1,700 for secretaries; £950 and £1,500 for treasurers; £850 and £1,100 for assistant secretaries; and £650 and £950 for assistant treasurers. In the Northern region, certain posts are combined.

Secretaries of Scottish boards of management—equivalent to hospital management committees in England—will be graded on a points basis between £550 and £1,700 and medical superintendents between £1,200 and £1,600 if full-time and £100 and £250 if part-time.

Assistant medical superintendents will grade between £750 and £1,000 and assistant secretaries will be paid as in England.

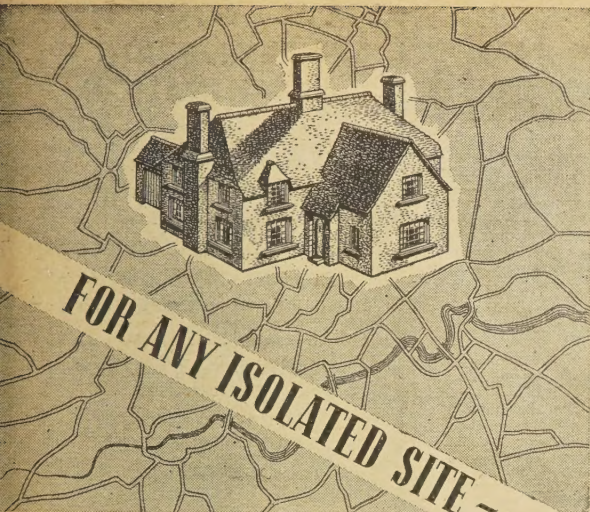
Other officers' salaries follow the Scottish local government Charter and their conditions deviate from that Charter in respects roughly similar to those in which the conditions of English staffs differ from the English Charter. These are reported on Page 182.

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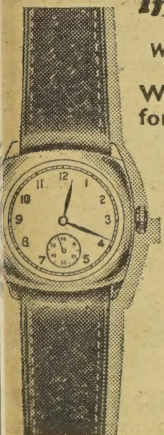
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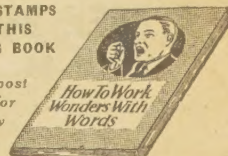
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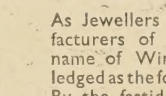
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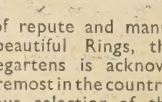


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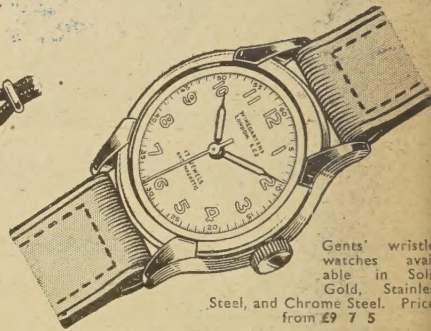


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